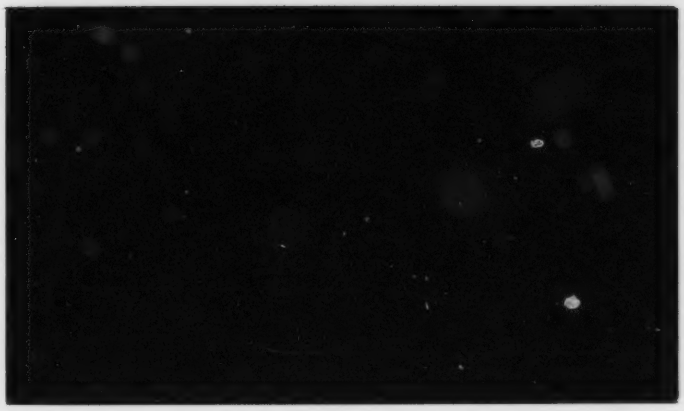
Nova Scotia
Advisory Council
on the Status of
Women

Conseil consultatif
sur la condition
féminine en
Nouvelle-Écosse

An agency of the
Province of Nova Scotia



RECOMMENDATIONS

NOVA SCOTIA ADVISORY COUNCIL ON THE STATUS OF WOMEN

1977-1991

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Nova Scotia Advisory Council on the Status of Women
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INTRODUCTION

The Nova Scotia Advisory Council on the Status of Women was established in 1977 in response to recommendations of a task force appointed during International Women's Year (1975). The Advisory Council exists to monitor women's issues and to act as an advisory body to the provincial government. Since its inception, the Advisory Council has engaged in a wide range of activities to create an awareness of and to improve the status of women in Nova Scotia. Over the years, the Advisory Council has made recommendations to the government on numerous issues.

This document contains an index of the recommendations and position statements adopted by the Advisory Council since 1977. Also included are the recommendations of the original Task Force on the Status of Women (March 1976). The Task Force recommendations, because of their foresight and comprehensive coverage, are included to provide a historical perspective of changes effected and progress made since the Advisory Council's inception. In its entirety, the index provides a record of the development of positions and recommendations presented to the Government of Nova Scotia since 1976.

The recommendations are arranged chronologically under subject headings and are cross-referenced where necessary. In some instances, earlier recommendations of the Advisory Council are superseded by more recent ones, and readers are advised that where a position has been revised, the most recent position is the official Council position. The recommendations are reprinted exactly as they appeared in their original form except where marked with an asterisk (*) indicating that the recommendation has been extracted and/or condensed from the body of its original document. The reader is advised to consult the original documents for the full context and discussion of recommendations.

Each recommendation is followed by a numerical code encased in brackets. The code refers to the name and page number of the document where the recommendation originally appeared. The Document Code Table provides the source details of the original document. For example, **(016-22)** means that this particular recommendation is found on page **22** of document **016**: *A Brief Presented by the Commission of Inquiry on Equality in Employment*. Copies of all original documents can be obtained from the Nova Scotia Advisory Council on the Status of Women. This index will be updated on a regular basis as new recommendations are adopted.

DOCUMENT CODES

001 Herself/Elle-Même: Report of the Nova Scotia Task Force on the Status of Women, March 1976.

002 Comprehensive Child Care: Presentation to the Joint Federal/Provincial Conference on the Status of Women Councils, November 23-25, 1977.

003 Presentation to the Sex-Role Stereotyping Task Force, February 20, 1980.

004 Brief Presented to the Nova Scotia Cabinet, February 19, 1981.

005 Women in Nova Scotia: A Provincial Plan of Action, February 1982.

006 Submission to the Nova Scotia Royal Commission on Pensions, March 1982.

007 Submission to the Task Force on Micro-Electronics and Employment, July 16, 1982.

008 Brief Presented to Policy Board, November 9, 1982.

009 Day Care, November 23, 1982.

010 Submission to the Commission of Inquiry into Part-Time Work, 1983.

011 Brief Presented to the Select Committee on Health, February 1983.

012 Response to Proposed Changes Being Considered for Family Benefits and Family Maintenance as Reported in the Nova Scotia Services Council Report to the Minister. (Report Received in the Status of Women's Office January, 1983. Submitted to the Honourable Edmund Morris, Minister of Social Services), February 1983.

013 Report for Meeting Concerning Pornography, February 14, 1983.

014 Brief Presented to the Task Force on Day Care, March 30, 1983.

015 Submission to the Law Amendments Committee Concerning Bills 60 and 61, May 6, 1983.

016 Brief Presented to the Commission of Inquiry on Equality in Employment, September 26, 1983.

017 Parliamentary Task Force on Pension Reform, September 28, 1983.

018 Report and Recommendations Respecting the *Labour Standards Code and Regulations*, (Chapter 10) *Statutes of Nova Scotia*, 1972, November 1983.

019 Viewpoints to the Royal Commission on Economic Union and Development Prospects for Canada, December 1, 1983.

020 Equal Employment Opportunity, Affirmative Action Contract Compliance, January 1984.

021 Equality of Educational Opportunity: A Brief Presented to the Royal Commission on Post-Secondary Education, January 5, 1984.

022 Brief Presented to the Special Committee on Pornography and Prostitution, May 1984.

023 Position Paper on Bill C-10, August 3, 1984.

024 Brief on Women and Housing: Presented to the Halifax Symposium on Housing, February 1985.

025 Submission to the Standing Committee on Health & Welfare Regarding the Consultation Paper Entitled *Child and Elderly Benefits*, February 26, 1985.

026 New Democratic Party Task Force on Jobs, April 1985.

027 Response by the Nova Scotia Advisory Council on the Status of Women to the Discussion Paper *Equality Issues in Federal Law* by the Department of Justice Canada, June 1985.

028 Housing Halifax: A Symposium on Housing in Halifax 1985 (Transcript), 1985.

029 Submission to the Department of Justice in Response to the Discussion Paper Concerning the *Report of the Committee on Sexual Offences Against Children and Youths* and *The Report of the Special Committee on Pornography and Prostitution*, October 2, 1985.

030 Women in the Labour Force in Nova Scotia: Profile and Issues, November 25, 1985.

031 Brief on Housing, February 1986.

032 Response to the Task Force on Family and Children's Services, April 15, 1986.

033 Brief Submitted to the Parliamentary Committee on Child Care, May 1986.

034 Brief to the Task Force on Family and Children's Services (Part II), May 26, 1986.

035 Women and Economic Equality, Annual First Ministers' Conference, Toronto, Ontario, November 1987.

036 Submission to the Canadian Radio-Television and Telecommunications Commission on Proposed Guidelines on Sex-Role Stereotyping, November 13, 1987.

037 Presentation to the Nova Scotia Legislature's Select Committee on Trade Negotiations, December 8, 1987.

038 Recommendations on Pay Equity, Submitted to the Government of Nova Scotia, January 20, 1988.

039 Presentation to the Nova Scotia Task Force on AIDS, March 1988.

040 Position Statement on Abortion, March 1988.

041 Submission to the Law Amendments Committee Regarding *An Act to Provide for Pay Equity*, May 4, 1988.

042 Brief to the Nova Scotia Royal Commission on Health Care, June 3, 1988.

043 Submission to the Nova Scotia Task Force on Aging, September 1988.

044 Submission to the Legislative Committee on Bill C-144, *The Canada Child Care Act*, September 1988.

045 Submission to the Government of Nova Scotia Regarding Proposed Changes to the *Nova Scotia Human Rights Act*, January 1989.

046 Submission [dated August 16, 1989] to the Legislative Committee on Bill C-21 regarding Proposed Amendments to the *Unemployment Insurance Act* and the *Employment and Immigration Department and Commission Act*, [presented] September 1989.

047 Brief on Women and Part-Time Work in Nova Scotia, September 1989.

048 Report on the Cesarean Section Rate at Western Regional Health Centre, Yarmouth, Nova Scotia, November 1989

049 Report on the Status of Family Planning and Sexuality Education in Nova Scotia, January 1990

050 Submission to the Federal Legislative Committee on Bill C-43, *An Act Respecting Abortion*, February 1990

051 Report on the Criminal Injuries Compensation Board, April 1990

052 Submission to the Halifax County-Bedford District School Board Race Relations Committee, April 1990

053 Submission to the Royal Commission on Electoral Reform and Party Financing, June 1990

054 Submission to the Law Amendments Committee of the Nova Scotia Legislature Concerning Amendments to the Meech Lake Accord, June 1990

055 Submission to the Royal Commission on New Reproductive Technologies, October 1990

056 Submission to the Nova Scotia Pay Equity Commission, October 1990

057 Young Women in Nova Scotia: Attitudes, Behaviour and Aspirations, November 1990

058 Submission to the Law Amendments Committee Regarding Bill 136: *An Act to Amend the Human Rights Act*, June 1991

059 Issues in Sexual Assault Sentencing in Nova Scotia, June 1991

060 Submission to the Nova Scotia Working Committee on the Constitution, October 1991

061 Submission to the Dartmouth Task Force on Violence Against Women, November 1991

RECOMMENDATIONS

ADDICTION

March 1976

- that the Department of Health ensure[s] that there are adequate facilities for the treatment of women alcoholics in detoxification centres and in transition houses in different parts of the province. (001-51)

June 1988

- that a comprehensive educational awareness program be developed by the Province to inform and educate Nova Scotians about the dangers of drug dependency. (042-23)

September 1988

- that a comprehensive educational awareness program be developed by the Province to inform and educate Nova Scotians about the dangers of drug dependency and overmedication. Such a program must teach seniors to question the medications they are prescribed and to assume responsibility for their individual consumption. (043-10)

- that programs and services be developed to specifically help elderly women overcome drug dependency and alcoholism. (043-10)

ADOLESCENCE

May 1983

- that the Province provide adequate counselling for teenage mothers, their children and their families in the areas of health, nutrition, sexuality, parenting, etc. (015-3)

April 1986

- that the options for either keeping the child or allowing the child to be adopted be fully explained to the pregnant teen and the father of the child. (032-7)

- that a rural outreach program be designed so that reproductive health services are available to teens in communities where such resources are not readily available. (032-8)

- that a province wide multi-media program dealing with teen pregnancy be instituted, modelled after the Province of Manitoba program. (032-8)

- that funding be provided for a drop-in teen centre on a pilot basis where teens could have access to health counselling, guidance counselling, drug and substance abuse counselling, and sexuality counselling, provided by a roster of competent, qualified volunteer staff who would provide a certain number of hours per week at the centre during afternoon, evening and Saturday hours. (032-8)

November 1990

- that further study be funded by the provincial government to examine young women's educational and career aspirations to determine the internal and external reasons for their diminishing expectations as they age. (057-55)

- that special populations of young women--in particular, Blacks and Natives, early school leavers and teen mothers--be studied to determine similarities and differences between them and the general survey population. (057-55)

- that young women (and men) be supplied with information about sexual feelings, working out problems in sexual relationships, and assessing the sexual history of a potential sex partner, in the context of the Personal Relationships and Development program. (057-556)

- that support services for young women who experience dating abuse be set up by transition houses, with appropriate additional funding from the Department of Community Services. (057-57)

AGING

September 1988

- that the government of Nova Scotia take immediate measures to raise the income of older individuals. (043-5)
- that income support programs be made more flexible as to offer support to women aged 50-64 who are in need of financial assistance. (043-5)
- that workers over 65 be included in the Nova Scotia Human Rights Code. (043-6)
- that additional subsidized housing for seniors be developed and that seniors be consulted regarding the design and location for such housing. (043-7)
- that the rental assistance rates provided under the Nova Scotia Rental Assistance Program be adjusted to reflect realistic rent levels as currently found in the Nova Scotia housing market. (043-7)
- that the Government of Nova Scotia investigate ways of helping seniors who are homeowners overcome the financial obstacles of remaining in their homes. (043-7)
- that income limits qualifying seniors for the Senior Citizens' Assistance Program and the Provincial Housing Emergency Repair Program be raised to enable more seniors to remain in their homes. (043-8)
- that the criteria used to determine eligibility for home improvement programs be standardized so that all seniors will have equal access to such programs regardless of which municipality they live in. (043-8)
- that information about housing programs from all levels of government be made more widely available. (043-8)

AGRICULTURE

March 1976

- that the provincial government urge the federal government to amend the *Income Tax Act* to provide that income paid by a farmer to his spouse may be tax deductible. (001-11)

AIDS

March 1988

- that the government of Nova Scotia deal with the issue of AIDS in a sensitive and responsible manner respecting the privileges, rights and personal freedoms of both the victims of AIDS and the general public. (039-7)*

June 1991

- that the Minister Responsible for Administration of the Human Rights Act refrain from amending the proposed legislation to include a clause involving prohibiting discrimination based on an "irrational fear of an illness," since this may serve to negate or weaken the inclusion of HIV+ or AIDS under the definition of disability. (058-3)*

BOARDS and COMMISSIONS

March 1976

- that the provincial government set an example for the rest of the economy in making it a policy to appoint women to provincial boards and commissions, to top civil service posts, and to positions of authority, at least in proportion to the number of women in the paid labour force. (001-18)

- that people who do volunteer work be publicly recognized for their leadership and participation in the community, and that (a) institutions making use of voluntary workers ensure that these workers are involved in the decision-making process of the institution; and (b) provincial and municipal governments include in their appointments to boards, commissions, and councils, members of volunteer groups. (001-59)

CANADIAN CONSTITUTION

CHARTER OF RIGHTS

February 1981

- that the Government of Nova Scotia give full support to the following four changes to the federal government's proposed new charter of human rights:

  1. A clause which guarantees women "equality of rights" under the law;

  2. Specific mention of women among those groups for which "affirmative action" programs may be allowed;

  3. Directions to remove any law which discriminates on the basis of sex, whether the law discriminates against all Canadian women or only some of them;

  4. A clause guaranteeing the appointment of women to the Supreme Court of Canada. We further request that these principles be incorporated in provincial legislation in all instances that come within provincial jurisdiction. (004-15,16)*

June 1990

- that the government [of Nova Scotia] pass a resolution to ensure that any future Constitutional amendments require full public hearings in this province, and that other provincial governments and the federal Cabinet be encouraged to pass similar amendments to allow all Canadians access to an open, democratic process. (054-3)

October 1991

- that, as a matter of utmost priority, outstanding Native land claims be settled through a special forum set up in consultation with the Native community. (060-5)

- that aboriginal self-government be defined in the Constitution in consultation with the Native community. (060-5)

- that the Government of Nova Scotia support the inclusion of two official languages in the Constitution, and make a commitment to Acadians in Nova Scotia to provide the minority language rights that are spelled out in the *Canadian Charter of Rights and Freedoms*. (060-6)

- that, based on the reality of Quebec's francophone majority, its own legal system, tax system, pension administration, immigration policy, and education, social assistance,

and health program differences, the special place of Quebec in Canada be recognized in the Constitution. (060-6)

- that the process of regional representation in the House of Commons be reviewed to determine whether it is effective and equitable. (060-6)

- that, at the very least, Senate reform would provide for a fully elected, efficient, equitable, and much smaller Senate; and further, that serious consideration be given to the elimination of the Senate entirely, since its intended function as a "counterweight" to the House of Commons has not been fulfilled. (060-6)

- that the federal government continue to set and provide for national standards in education, health care and social services, to ensure that all Canadians enjoy the same access to services regardless of geographic region. This does not preclude a regional sensitivity in the provision of such services. (060-6)

- that the amending process of the Constitution be required to have an extensive public consultation component; and that this consultation process must ensure that the voices of women and members of other historically excluded groups are heard. (060-6)

- that the "notwithstanding clause" (Section 33 of the *Constitution Act*, 1982) allowing elected representatives to override the *Charter* in certain instances, be eliminated from the consultation. (060-7)

- that the *Charter of Rights and Freedoms* include the protection of freedom of sexual orientation. (060-7)

- that, since little is known about the impact the inclusion of the protection of property rights in the Constitution would have on Canadian women, this amendment should not be introduced unless an in-depth study were conducted that met with favourable public review (with particular attention paid to the views of those who are economically disadvantaged because of historical, systemic, discrimination). (060-7)

- that nothing provided for in the Constitution, including aboriginal self-government and Quebec as a distinct society, should override the sex equality rights provisions of the *Charter*; and that this be written into the new Canadian Constitution. (060-7)

CHILDREN

February 1983

- that government encourage hospital authorities to allow parents unlimited access to their children when medically reasonable and to provide rooming-in facilities if possible. (011-4)

CHILD WELFARE

May 1986

- that a new [Family Children's Services Act] act be established with extended definitions of "the child" and of "a parent" for purposes of child protection. It is also recommended that the Ontario Act serve as a model for drafting purposes. (034-4)*

- that the more specific grounds for intervention in cases of child abuse be adopted in which the definition of the Child in need of protection is clearly defined within the Act. (034-4)

- that there be three distinct methods of commencing child protection:

  (1) a simple application to the court to determine whether a child is in need of protection without removal;

  (2) the issuance of a warrant to apprehend the child where judicial authorization has been obtained based on the sworn information of an agency worker that there are reasonable and probable grounds to believe a child is in need of protection and there are grounds to believe that a less restrictive course of action is not available or will not protect the child adequately; and

  (3) that an apprehension without warrant by an agency worker who believes on reasonable and probable grounds that a child is in need of protection and there would be a substantial risk to the child's health or safety in the time required to obtain a warrant. (034-4,5)

- that the delay before the interim hearing be reduced to five to seven days and that the agency should permit inspection of its file by opposing counsel. (034-5)

- that family court be empowered to make temporary orders for care, custody and access during periods of adjustment and that interim hearings should be permitted to admit and act on evidence that the court considers credible and trustworthy in the circumstances, and that the six-month limit on adjournments be reduced. (034-5)

- that in protection hearings, the findings and the disposition should be separated procedurally. (034-5,6)*

- that the status of the child as a party to the proceedings be provided for in the act and in particular the capacity of the child to give evidence should be taken into consideration so that the evidence can be provided with the best interests of the child at heart. (034-6)

- that family court judges, in choosing the appropriate disposition, be provided with minimum criteria for guidance for setting out the disposition providing explicit consideration of alternatives from the least restrictive to the most restrictive. (034-6)

- that the following options be made available to a child who needs temporary, protective care and custody:

  (1) a supervision order with the child being placed with the parent or another person for a specified period of three to twelve months, or

  (2) a temporary wardship order giving care and custody to the agency for a specified period up to twelve months, or

  (3) a combination of both permitting a period of temporary wardship followed by a supervision order for a maximum of twelve months, or a permanent wardship order giving care and custody to the agency and allowing for adoption to take place without parental consent or no court order where there is a finding but no continuing need to protect the child in future. (034-6)

- that in disposition hearings: (1) assessment facilities for child protection cases and other matters involving children should be established; (2) the court should approve the retention of experts in child protection cases; and (3) the child care should be planned with a clear written statement from the agency of the Plan of Action for the child's care. (034-6)

- that the new [*Family and Children's Services*] *Act* recognize the legal position of foster parents. (034-6)

- that disclosure provisions be articulated in the new [*Family and Children's Services*] *Act* rather than in regulatory form. (034-6)

- that if a Bill of Rights [for children] is to be established, the statute [should] set out clearly those practical rights of children which are capable of enforcement within the terms of the Family and Children's Services system. (034-8)

- that the sections dealing with special protection services to children be re-written in accordance with the provisions of the *Young Offenders Act* and the *Young Person's Summary Proceedings Act*. (034-8)

CHILD CARE

March 1976

- that (a) jurisdiction over child care services be transferred from the Department of Social Services to a separate division of the Department of Education; and (b) child care services be administered through the Department of Education with mandatory participation from the Departments of Social Services, Health, and Recreation, as well as from concerned, involved parents. (001-22)

- that the provincial *Planning Act* be amended to provide that each municipal development plan shall include a statement of policy with respect to the provision of child care services to meet the needs of the community. (001-23)

- that, wherever possible, existing facilities, such as schools, church halls, senior citizens' residences, and apartment buildings, be used to house child care centres. (001-23)

- that the builders of new apartment buildings and housing projects of a certain size be under a legislative obligation to provide facilities to meet the child care needs of their tenants. (001-23)

- that child care centres, including affiliated family child care homes, offer support services to parents, staff, and children, by (a) sponsoring discussions, seminars, and workshops in effective parenting, open to all parents in the community; (b) offering, to family child care workers and regular staff, orientation seminars and other group programs where needed; (c) ensuring that all children in family child care homes or in a child care centre be afforded the opportunity for early diagnosis of physical, learning, or social disabilities; and (d) ensuring a variety of programs, such as nursery schools, after-school and part-time care and neighbourhood playgroups, to meet local needs. (001-26)

- that, as an interim measure, the government ensure that the fee structure for child care be made more responsive to the needs and means of the users by (a) raising the limit over which no provincial subsidization is available and indexing that figure to increases in the cost of living; (b) extending the subsidy program to the users of family child care services; and (c) providing start-up grants to equip and supply new centres, development grants to equip and supply existing centres, and renovations grants for alterations and improvements to relatively permanent premises. (001-26)

- that the provincial government approach the federal government on the matters of (a) amending the *Canada Income Tax Act* so that full child care costs are deductible; and (b) enacting a national child care act under which federal funds will be available on a cost-sharing basis for the building and running of child care centres. (001-26)

- that, since all members of a given society are responsible for their young, the provincial government adopt as a long-term goal the provision of child care services funded out of general taxation revenues. (001-26)

November 1977

- that family child care programs, company or institution day care, [and] roving, part-time child care services in rural areas be developed as several means of eliminating the child care crisis in Nova Scotia. (002-3)*

February 1981

- that the Province undertake a thorough review of the availability of child care, from infancy through the elementary school system and that this review lead to the development of a comprehensive policy for available, affordable child care for those who need it. (004-14)

March 1983

- that the Province undertake a thorough review of the availability of child care, from infancy through the elementary school system and that this review lead to the development of a comprehensive policy for available, affordable child care for those who need it. (014-3)

- that Nova Scotia recommend that the *Canada Income Tax Act* relating to child care expenses be amended to reflect a more realistic provision for child care expenses. (014-10)

- that the Department of Social Services produce a public information brochure on selecting quality child care. (014-10)*

April 1986

- that the Government of Nova Scotia consult with the Government of Canada to discuss universal accessibility to child day care, provision of such care to be modelled on universal secondary education and universal health care, enabling parents, the majority of whom are in the paid labour force, to maintain their employment and family responsibilities, since the majority of pre-school aged children receive some form of non-parental care regularly. (032-4)

- that where numbers warrant, child care be provided in the high school to permit the parent-student to carry on her education. (032-7)

May 1986

- that universal, accessible child care be provided. (033-10)
- that the method of providing universally accessible child care be one of both publicly subsidized spaces and privately operated spaces. (033-10)
- that the cost of providing public, universally accessible child care be borne by the taxpayers of Canada. (033-10)
- that the system whereby universally accessible child care is provided be phased in over a five year period of time during which time families who are in full time or part time employment have first point access to the system. (033-10)
- that a model be devised in which families requiring access to the child care system could be phased in accordingly over the five year start up period. (033-11)
- that the Department of Health and Welfare and the Department of Education jointly look at the feasibility of a coordinated delivery of child care services utilizing the considerable experience both departments have in the provision of services to children. (033-11)
- that the cost of child care for purposes of training under the income tax system be increased to a level of $3,000 per child after which a sliding scale percentage of the real cost of child care would be allowed. (033-11)

November 1987

- that a system of universally accessible, high quality child care be established to meet the needs of children and parents in Nova Scotia. (035-17)
- that no public monies support profit-making child care. (035-17)

CHILDCARE WORKERS

March 1976

- that (a) the department having jurisdiction over child care services utilize development workers in all parts of the province; and (b) development workers be given the responsibility to stimulate the development of high-quality child care centres and to assist parents and municipalities in setting up and organizing child care centres. (001-23)
- that the department having jurisdiction over child care services (a) expand the child care worker training programs at the university, technical school, and vocational

school levels; (b) ensure that child care worker training programs emphasize the importance of sensitivity, warmth, and empathy in dealing with children; and (c) establish standards of training and experience for various levels of child care workers. (001-24)

March 1983

- that all directors complete a provincially recognized and approved program in child care and development. (014-8)

- that the regulations of the *Day Care Act and Regulations*, Chapter 6 (Statutes of Nova Scotia 1978), require a portion of staff in every centre to have specialized knowledge of and adequate experience in early childhood care and development (both non-profit and private). (014-8)

- that a minimum training standard be established at all institutes offering child care training. (014-8)

- that a portion of the required standard of courses include specialized knowledge and recognition of the learning disabled child. (014-9)

- that the task force give considerable thought to developing a policy to improve the wage earnings and benefits of child care workers. (014-10)

September 1988

- that the *Canada Child Care Act* include provisions which will allow for substantial increases in the salaries of child care workers. (044-3)

DAYCARE

March 1976

- that municipal units, under Section 3 of the *Day Care Services Act*, set up, organize, and operate child care centres sufficient to meet the needs of the particular area. (001-23)

- that the regulations under the *Day Care Services Act* be amended to provide for maximum parental and community participation and involvement in child care by (a) ensuring mandatory parental involvement at the government planning and policy level; and (b) ensuring that parents whose children are enrolled in child care centres constitute the majority of members on any child care board, and that there be reasonable, equal representation of men and women on these boards. (001-24)

- that the regulations under the *Day Care Services Act* be amended to provide for the highest quality of child care, by providing (a) that the staff/child ratio be improved, especially in the case of pre-school age children, from the present 1:7 to 1:4; and (b) that staff diversity should be emphasized, so that the staff in any one centre will be representative of different age, sex, racial, and social groups, and where possible, of different backgrounds in training and experience. (001-24)

February 1983

- that infant day care spaces be increased. (012-2)*

March 1983

- that infant day care spaces be increased. (014-5)*

- that the concept of satellite infant day care similar to that sponsored by the Evangeline Day Care Centre in Kentville be explored furtner by the Department of Social Services, and that if additional start-up funding, training, etc. is needed, that the government include this in its funding requirements for child care. (014-6)

- that qualified regional supervisors be employed to inspect licensed day care centres. (014-8)

- that a guaranteed maintenance grant be provided for each centre based on the number of child care spaces. (014-9)

May 1983

- that infant day care spaces be increased. (015-2)*

FAMILY CHILD CARE

March 1976

- that the provincial government incorporate into our child care system a network of licensed family child care homes affiliated with a child care centre, covered by reasonable flexible provincial regulations. (001-25)

- that parents whose children participate in family child care be eligible for provincial subsidies. (001-25)

November 1982

- that licensing guidelines for family day care be established in those instances where less than three children are cared for while recognizing the difficulty it poses to get accurate numbers of the children being cared for in this manner. (008-7)

March 1983

- that licensing guidelines for family day care be established in those instances where less than three children are cared for while recognizing the difficulty it poses to get accurate numbers of the children being cared for in this manner. (014-3)

May 1986

- that separate legislation be established governing the provision of family day care. (033-11)

FEDERAL STRATEGY (Bill C-144)

September 1988

- that the *Canada Child Care Act* include provisions which will allow for substantial increases in the salaries of child care workers. (044-3)

- that funding under the *Canada Child Care Act* be an open-ended mechanism that will not restrict expenditure on child care. (044-3)

- that the *Canada Child Care Act* include national standards for child care which will ensure the quality of child care, not simply increase the number of spaces. (044-3,4)*

- that, under Bill C-144, public monies not be extended to profit-making commercial child care, and that commercial operations be given reasonable opportunity to convert to non-profit operations. (044-4,5)*

LATCHKEY

March 1983

- that the Department of Education and the Department of Social Services jointly explore the possibility of establishing and funding lunchtime and after school programs and that the district school boards be approached for their co-operation in making school facilities available where there is considered a need for such programs. (014-6,7)

- that child welfare legislation be drafted to state among other things that "children up to the age of 12 years have to be provided with alternate supervision in the absence of their parents". (014-7)

May 1986

- that the special needs of school aged children, particularly [at] noon hour and after school, needs [to] be addressed by the provision of child care within the educational system provided by child care workers. (033-11)

WORKPLACE/EMPLOYER-SPONSORED

March 1976

- that unions, government, universities, and other employers provide on-site child care facilities for the children of their employees. (001-25)

November 1987

- that incentives be provided to employers to establish workplace child care. (035-17)*

CONTRACEPTION

March 1976

- that the Departments of Health and Education ensure that (a) factual, understandable, and unbiased contraceptive information and devices be available to all people who need them; (b) planned parenthood clinics be available in all areas of the province to provide contraceptive information, devices, counselling, and medical referrals; and (c) universities and professional organizations promote research on male contraception (i.e. vasectomy, birth control pills, etc.) and on the long-term effects of all contraceptives. (001-44)

June 1988

- that access to information about birth control and family planning be improved by adequately funding existing agencies to meet the increased demands for their services. (042-12)

- that greater emphasis be placed on developing effective methods of birth control for men and that increased educational efforts be aimed at improving the sense of responsibility among men about birth control. (042-12,13)

- that greater attention be given to the area of family planning in medical school curricula, especially if doctors are to remain the primary and often ole prescribers of contraceptives. (042-13)

DISABLED WOMEN

March 1976

- that (a) specially trained Homemakers be available to assist in the home or to relieve the women caring for a handicapped person, when needed; (b) community centres be utilized for the use of handicapped persons which would provide short-term 'live-in' facilities, as well as recreational and counselling opportunities; and (c) the government encourage all segments of the economy-- employers, child care centres, schools, etc.--to actively integrate, where possible, the handicapped person. (001-40,41)

ECONOMICS

FREE TRADE

December 1987

- that prior to any final provincial endorsement of the Free Trade Agreement, formal guarantees be issued to the women of Nova Scotia that measures will be taken to ensure that social and economic programs remain intact and not be prevented in any manner from expanding to fully allow equality for women. (037-7)*

- that prior to any final provincial endorsement of the Free Trade Agreement, formal guarantees be issued to the women of Nova Scotia that measures will be taken to ensure that women who face job loss as a direct or indirect result of free trade will be retrained and able to secure employment in new fields. (037-7)

EDUCATION

March 1976

- that all authorities responsible for education in the province ensure that parents be given a strong voice in decisions dealing with the type of education that their children receive by

  (a) encouraging parent participation and involvement in classroom activities and in decisions involving curriculum planning;

  (b) ensuring that a large proportion of school board members are parents whose children are presently enrolled in the school system;

  (c) encouraging programs bringing together the parents, the teacher, and where appropriate, the student; and

  (d) actively encouraging more fathers to be involved in day-to-day aspects of their children's education at the classroom level, and more mothers to take part in the decision-making process at the administrative and school board levels. (001-29)

- that education authorities in the province improve the representation of women at all levels of the education system by

  (a) improving the representation of male teachers at the elementary level, and of female teachers at the junior and senior high school and university levels;

  (b) reviewing and changing hiring and promotion patterns which result in a predominance of male principals, inspectors, supervisors, and administrators;

  (c) ensuring that qualified women are appointed to school boards, university senates, and boards of governors, in numbers proportionate to their representation in society; and

  (d) making special efforts, working through minority group organizations, to locate and train women from the visible minority groups to become teachers, counsellors, and administrators. (001-29)

- that education authorities in the province (a) attempt to provide alternative types of education within the public school system, such as all-boy or all-girl schools, and 'free' or open schools; and (b) wherever appropriate and possible, provide separate classes for exceptional children and young adults with special needs. (001-32)

- that education authorities in the province ensure that educational institutions are available for community use, where appropriate, on a 24-hour and year-round basis. (001-32)

February 1981

- that the Department of Education actively promote attitudes of equal opportunity through school programs, statements and directives to schools, workshops for school staff members and students and inservice sessions for guidance counsellors, etc. (004-12)

- that members of Government and in particular, the Minister of Education, should embrace every opportunity to encourage the attitude of equality when making public speeches or statements. (004-12)

April 1990

- that school boards formulate race relations and multicultural education policies. Such policies should (a) convey clearly to perpetrators and the public that racial harassment and violence will not be tolerated, and (b) support and value different cultural traditions and foster an understanding of the special difficulties faced by historically disadvantaged students (052-2,4)*

- that a statistical analysis of the streaming of students based on their ethnic background be undertaken with a view to counteracting those forces which exist to create this situation. (052-3)*

- that tests used to measure intelligence, achievement, and psychological or emotional well-being be assessed for inherent qualities of racism or sexism and that tests found to be so flawed be discarded. (052-4)*

November 1990

- that further study be funded by the provincial government to examine young women's educational and career aspirations to determine the internal and external reasons for their diminishing expectations as they age. (057-55)

- that special populations of young women—in particular, Black and Native young women, early school leavers and teen mothers—be studied to determine similarities and differences between them and the general survey population. (057-55)

CONTINUING EDUCATION

March 1976

- that education authorities in the province, and all agencies and organizations involved in continuing education, intensify their efforts to meet the educational needs of women, by

  (a) providing a wide variety of courses to suit different needs, i.e. extension programs, seminars, weekend workshops, evening course, radio and television courses;

  (b) arranging courses at times convenient to women with small children, women who work during the day, and women at home;

  (c) providing child care facilities, where needed;

  (d) ensuring that fees for continuing education courses remain at a minimum level;

  (e) undertaking research and establishing special programs to meet the needs of women at home;

  (f) ensuring that citizens in all parts of the province are aware that they can initiate continuing education courses (through the Adult Education division of the Department of Education);

  (g) ensuring that citizens in all parts of the province are aware that adults, regardless of early schooling, are eligible to apply for admission to university as 'mature students'; and

  (h) encouraging programs for women to meet their special needs for continuing professional education and retirement or leisure-time education. (001-34,35)

- that education authorities in the province provide financial and teaching assistance to community groups who wish to institute 'live-in' or 'Folk School' courses dealing with the concerns of women, the community, and leadership training. (001-35)

January 1984

- that an adult education specialist for women be employed, whose primary focus would be vocational education for women. (020-14)

COUNSELLORS & COUNSELLING SERVICES

March 1976

- that education authorities in the province improve the counselling services offered to girls and women, by (a) ensuring that both male and female counsellors are available at all levels of the education system; (b) requiring that all counsellors take training programs to educate them to the problems and needs of girls and women, and to attempt to remove unconscious prejudicial attitudes which the counsellor might hold; (c) ensuring that career orientation programs include presentations by women who are successfully employed in both traditional and non-traditional jobs; and (d) actively informing young women of opportunities in both traditional and non-traditional occupations, at all levels from trades to professional, and encouraging them to take training and apply for jobs in these fields. (001-31)

February 1981

- that the Department of Education require guidance counsellors to have adequate training to ensure that they promote the positive aspects of non-traditional occupations and that they have the skills to relate courses to career choices. (004-12,13)

July 1982

- that in-service programs be conducted for guidance counsellors, stressing the urgency and appropriate approach, to encourage female students to take mathematics, science and computer technology courses, in preparation for new job opportunities. (007-6)

November 1982

- that in-service programs be conducted for guidance counsellors, stressing the urgency and appropriate approach, to encourage female students to take mathematics, science and computer technology courses, in preparation for new job opportunities. (008-4)

- that guidance counsellors be available and accessible equally across the province, and that the number of male counsellors [to] females not be disproportionate. (008-5)*

January 1984

- that female students in public schools have access to highly qualified guidance counsellors who have expertise in counselling females and are knowledgeable about the impact of micro-technology, mathematics, science and computer literacy on career choices. (020-14)

- that computer counselling via a system of career options be developed and accessible to all female students. (020-15)

- that all high schools employ only counsellors who have met the criteria outlined in "Training for Guidance Counsellors". (021-30)

- that continuing education on non-sexist career counselling be developed for school counsellors and those in charge of counselling students in institutes and colleges under the direct control of the Nova Scotia Department of Education. (021-31)

- that the Department of Education ensure that appropriately qualified (i.e. according to the criteria of "Training for Guidance Counsellors") personnel be hired for educational and vocational counselling, and that such personnel have expertise in counselling women who are studying in non-traditional areas. (021-31)

November 1985

- that counselling services at the secondary school level should be strengthened to encourage female students to take appropriate science, mathematics and more technically oriented courses, and should introduce young women to a broad range of employment opportunities. (030-33)

April 1986

- that guidance counsellors trained specifically in human sexuality be available to every junior and senior high school student. (032-7)

November 1987

- that career guidance counselling for young women be improved, especially at the high school level. (035-8)

April 1990

- that a serious effort be made, through affirmative action policies, to recruit greater numbers of black teachers and school guidance counsellors, particularly women who

often face double discrimination in the hiring process, and that the Dalhousie Law School affirmative action policy be used as a guiding measure. (052-3)

November 1990

- that the Department of Education conduct an in-depth review of the guidance program in Nova Scotia schools to see where it is and is not meeting the needs of students and how it can be improved. In particular, sexual, racial, and class biases on the part of counsellors and in the programs offered should be examined and eradicated. (057-56)

- that the Department of Education develop province-wide policies that all boards and principals will be required to follow in the establishment of a comprehensive guidance program for students. (057-56)

- that teachers who are delivering the Personal Development and Relationships Program in the classroom be required to demonstrate a sensitivity to the issues involved, and an openness to debate and be able to discuss differing points of view. In addition, mandatory workshops, seminars, or training sessions must prepare teachers to deal with the subject in a more comprehensive manner. (057-56)

- that young women (and men) be supplied with information about sexual feelings, working out problems in sexual relationships, and assessing the sexual history of a potential sex partner, in the context of the Personal Relationships and Development program. (057-56)

CURRICULUM

March 1976

- that school boards ensure that the curriculum includes the opportunity for students to visit different work sites, and the opportunity for students from isolated communities to visit other areas of the province. (001-32)

- that education authorities in the province (a) encourage the establishment of more courses in values and family life education beginning at the earliest possible age, in order to prepare young people for their roles as responsible adults, parents, marriage partners, and citizens; and (b) ensure that such courses present an unbiased and open-minded view of the roles of women and men. (001-32)

February 1981

- that the Department of Education develop the curriculum for a "life skills" program for all students. Program content would include basic manual skills (plumbing, auto

mechanics, use of power tools, etc.) budgeting, cooking, sewing, child care, etc. This program would be compulsory, should be started at grade primary, and should be carried through to the completion of high school. (004-13)

July 1982

- that computer literacy courses be made an integral part of all secondary school curricula. (007-6)

November 1982

- that computer literacy courses be made an integral part of all secondary school curricula. (008-4)

- that the Department of Education develop the curriculum for a "life skills" program for all students and that this be instituted on a pilot basis in a select feeder school system. These programmes would be available equally to both males and females. (008-6)

February 1983

- that a sequential family life science program be mandatory in all schools in Nova Scotia. (011-4)

- that the government place greater emphasis upon health and family life education of children in the entire school system. (011-5)

January 1984

- that sequential family life science studies be compulsory for males and females. (020-15)

January 1984

- that classroom learning science projects be implemented as part of the approved curriculum at the elementary level to improve girls' understanding of basic physical concepts. (021-26)

- that science- and math-oriented career workshops be developed for junior and senior secondary school girls. (021-27)

- that courses and teaching methods in the physical sciences be developed at the high school level to encourage and sustain the interest and also the participation of girls. (021-28)

- that special courses be developed at the high school level to deal with students who exhibit math-anxiety symptoms. (021-29)

April 1986

- that family life programs encompassing human sexuality and sex education be part of the compulsory programs offered in Nova Scotia schools. (032-7)

- that parents of teenagers be offered an introductory briefing on family life program contents to allay any misapprehension about the factual basis of the information and how it is to be taught. (032-7)

- that a suitably designed and timed program on child care be established to enable every student to have actual hands on experience in the care of children. (032-7)

- that nutrition related to pregnancy be part of the curriculum in the family life program. (032-7)

March 1988

- that the section entitled "Human Growth and Development" in the newly developed Personality, Development and Relationships program be a mandatory section of the PDR curriculum. (039-6)

November 1990

- that high school students be provided with a safe, non-judgmental forum within the school curriculum in which to discuss the pros and cons of having an abortion, keeping the baby, or relinquishing the baby for adoption. (057-57)

- that dating abuse issues be incorporated into the PDR curriculum. (057-57)

April 1990

- that school board materials be examined for bias, particularly historical texts which portray non-whites in a very limited way based on stereotypes now recognized as racist. Texts and audio-visual materials must be sought that actively counteract racism and promote racial awareness and acceptance. (052-2)*

FACULTY

March 1976

- that Nova Scotia universities improve the status of academic women by (a) providing the same salary scales for men and women, and fringe benefit plans which do not contain differences based on the sex of the employee; (b) providing the same benefits (pro-rated) to part-time faculty in the areas of salary protection, promotion, tenure, fringe benefits, and sabbatical leave; and (c) improving the representation of female faculty members by encouraging female students to continue on to graduate school, and by actively recruiting qualified women for faculty, senior faculty, and administrative positions. (001-30)

January 1984

- that persons in part-time appointments not be penalized by fluctuating circumstances such as enrollments and course demand and that there be made available benefit coverage which has portability and which is contributed to by both employer and employee according to the terms of coverage for full-time regular appointments. (021-46)

- that university administrative structures take affirmative action to enable women faculty members to achieve parity in qualifications and rank with their male counterparts. (021-46)

POST-SECONDARY

March 1976

- that the provincial government urge the federal government to extend the present student loan program to part-time students. (001-35)

January 1984

- that the technical institutes undertake active promotion through career workshops to increase the awareness of both young women and re-entry women of the training and job opportunities in the new technologies, such as computer technology and petroleum resource technology, so that women will consider these as viable and attractive career options. (021-8)

- that post-secondary institutions increase public awareness of their programs and services by more effective promotion strategies especially in those areas not directly served by these institutions. (021-14)

- that the adult education administrator at the school board level be charged with ensuring that counselling services and information on post-secondary education are available to the general public, and that such resources are actively promoted. These services should be available after working hours, as well as during school hours. (021-14)

- that the terms of the new Canada Student Loan program for part-time students, implemented in September, 1983, be examined and revised so that the service is equally accessible to all part-time students in need, those in financially dependent positions as well as those gainfully employed. (021-15)

- that a designated number of places be made available to economically disadvantaged women who are not eligible for student aid and who, in the judgement of the post-secondary institution, have demonstrated a capacity to benefit from further studies and that these places be classified as scholarships or bursaries co-operatively funded by the Province of Nova Scotia and the [institution's] own financial resources. (021-16)

- that post-secondary institutions explore and implement a variety of approaches which will bring the learning situation to students at times and places convenient to them. It is especially important that these approaches be implemented in rural communities where residents are at the greatest disadvantage in relation to availability, scheduling, and distance. It is also recommended that this distance education should:

  (a) use the most sophisticated communications techniques, including two-way live broadcast from the classroom via satellite; audio and video cassettes; and self-instructional program packages; and

  (b) deliver post-secondary educational programs in rural areas, with the school [board's] continuing education administrator acting as a resource person and coordinator to assess needs, schedule classes, and handle administrative detail in co-operation with the post-secondary institutions.

  The cost of such services should be absorbed by the sponsoring post-secondary institution(s). (021-19)

- that universities explore ways of overcoming barriers encountered by women who enroll in or fail to complete the Ph.D. degree. (021-38)

- that the weighting accorded part-time students be raised to 1.0 points from the present 0.4 points in the calculation of funding by the Maritime Provinces Higher Education Commission. Such an increase would recognize more realistically the actual costs incurred in time and services in meeting the needs of part-time students. (021-48)

RACISM

April 1990

- that a serious effort be made, through affirmative action policies, to recruit greater numbers of black teachers and school guidance counsellors, particularly women who often face double discrimination in the hiring process, and that the Dalhousie Law School affirmative action policy be used as a guiding measure. (052-3)

- that school boards formulate race relations and multicultural education policies. Such policies should (a) convey clearly to perpetrators and the public that racial harassment and violence will not be tolerated, and (b) support and value different cultural traditions and foster an understanding of the special difficulties faced by historically disadvantaged students (052-2,4)*

- that a statistical analysis of the streaming of students based on their ethnic background be undertaken with a view to counteracting those forces which exist to create this situation. (052-3)*

- that tests used to measure intelligence, achievement, and psychological or emotional well-being be assessed for inherent qualities of racism or sexism and that tests found to be so flawed be discarded. (052-4)*

SEXISM

March 1976

- that education authorities in the province remove sex bias from school texts, curricula, and classroom practices by

  (a) undertaking an ongoing review of school texts currently in use, and by immediately replacing those which reflect outdated attitudes and stereotypes of the sexes;

  (b) promoting and encouraging courses and materials which emphasize the contribution of women to society;

  (c) establishing programs to promote interaction between teachers and parents with a view to ending sex discrimination both at home and at school;

  (d) providing in-service training programs to instruct all teachers in the damaging effects on children of sex stereotyping in school texts and in classroom practices;

  (e) ensuring that administrators, teachers, and students periodically review and discuss their effectiveness in eliminating sex bias in their schools; and

(f) initiating, when appropriate and possible, intensive research and educational programs with girls and women to discover how to stimulate attitudinal change relating to women in education, the home, and all segments of society. (001-31,32)

- that the Department of Education oblige all schools, colleges, and universities in the province to file with the Department an "affirmative action plan" which would provide a detailed plan and a specific timetable for the elimination of sex bias in textbooks, curriculum, and classroom practices, in counselling services, and for the improvement of the representation of women at all levels of the educational system. (001-33,34)

February 1981

- that the Department of Education take steps to ensure that its program of evaluating and authorizing textbooks and related instructional materials achieves maximum effectiveness. Guidelines for presenting a positive image of women in a wide range of occupations and for eliminating sex stereotyping should be publicized and sent to all publishers of educational materials in Canada. Guidelines should be circulated to all teachers, evaluators and others who participate in the process of textbook selection. (004-12)

November 1985

- that courses at the secondary school level be combined to reduce sex bias (e.g., industrial arts and home economics, computer programming and data processing). (030-34)

TEACHERS

February 1981

- that the Department of Education encourage the provision of in-service training to make teachers aware of the range of non-traditional career opportunities for women. (004-13)

January 1984

- that continuing education programs about girls in mathematics and science be developed for teachers. These programs would examine teachers' expectations relating to girls' achievement in science and mathematics, develop teachers' awareness of factors contributing to girls' underachievement in these fields, and assist teachers to promote girls' interest and competence in these fields. (021-31)

- that professional development for prospective teachers include objectives similar to those for continuing education of teachers. (021-31)

TRAINING

February 1983

- that adequate opportunities for job training and employment are available to unwed mothers. (012-3)

May 1983

- that adequate opportunities for job-training and employment are available to unwed mothers. (015-3)

January 1984

- that pre-trades training for women be available in training institutions, followed by [an] introduction to trades training. (020-15)

November 1985

- that a program of affirmative action be established [in training programs] particularly those that provide training in non-traditional female occupations. (030-32)

- that increased financial assistance be made available to women with dependents so that they can enter training programs. (030-34)

April 1986

- that the vocational rehabilitation program for single parents be extended to include teenagers (aged 16 years onward) by changing the age of eligibility for the program, so that the legislation does not discriminate on the basis of age. (032-8)

November 1987

- that educational/vocational programs aimed at women be expanded and improved. (035-8)

- that public education campaigns be created to address the current realities of women's lives and their labour force participation. (035-8)

- that every attempt be made to break the stereotypes about what work is suitable for women. (035-8)

WOMEN'S STUDIES

March 1976

- that the role and contributions of women in our society be seen by education authorities in the province as subjects worthy of study and research, and that they (a) offer courses in such things as the history, psychology, and literature of women, and work towards the eventual incorporation of this material into regular course content; (b) offer opportunities for girls and women to take part in assertiveness training programs; (c) ensure that their libraries have a representative selection of quality books by and about women; (d) promote and encourage research involving women and dealing with issues raised by and affecting women; and (e) re-evaluate knowledge in the humanities, and in the social, biological, and medical sciences in light of the challenges by feminist scholars to the perceptions of traditional knowledge in these areas. (001-33)

- that education authorities in the province and other funding agencies, both public and private, provide adequate funding to facilitate research dealing with issues raised by and affecting women. (001-33)

November 1990

- that equality-seeking women's groups work toward a greater understanding of the term "feminist" among the general population and particularly among young women. (057-58)

EMPLOYMENT

March 1976

- that private employers and the provincial Civil Service Commission take active steps to ensure that work is a humane and enriching experience by (a) making part-time work, with pro-rated fringe benefits, available to both men and women; (b) adopting flexible working hours, where appropriate to the normal business operations; (c) encouraging part-time occupational experience for young people in different areas of work, to help them make appropriate career choices; (d) providing attractive child care facilities for the children of employees, at the job site; (e) encouraging part-time, consulting or honourary (i.e. on an emeritus basis) work for people beyond the usual retirement age; and (f) providing facilities for rest and recreation at the work site for both men and women. (001-17)

1983

- that private employers and the provincial Civil Service Commission take active steps to ensure that work is a humane and enriching experience by (a) making part-time work with pro-rated fringe benefits available to both men and women; (b) adopting flexible working hours, where appropriate to the normal business operations; (c) encouraging part-time occupational experience for young people in different areas of work, to help them make appropriate career choices; (d) providing attractive child care facilities for the children of employees, at the job site; (e) encouraging part-time, consulting or honourary (i.e. on an emeritus basis) work for people beyond the usual retirement age; and (f) providing facilities for rest and recreation at the work site for both men and women. (010-3,4)

ALTERNATIVE WORK ARRANGEMENTS

November 1985

- that the two senior levels of government should take a leadership role in encouraging job sharing and flexible hours and that these concepts should be the subject [of] further study. (030-33)

COUNSELLING

March 1976

- that the Nova Scotia Civil Service Commission and Canada Manpower expand and improve their counselling and training programs by (a) providing adequate counselling services by both male and female counsellors to all employees, but

especially to clerical and secretarial workers, who wish to move out of their current fields; (b) requiring all counsellors and personnel officers to undergo training to educate them on the problems and needs of working women, and to attempt to remove unconscious sexist attitudes which they might hold; (c) actively informing women of opportunities in non-traditional lines of work, and encouraging women and men to take training and to apply for jobs in these fields; (d) encouraging women re-entering the labour force after several years at home to take upgrading courses or to learn new skills so that they can find appropriate employment more easily; (e) considering work at home as well as volunteer work as 'work experience' on all application forms; and (f) ensuring that training programs and all conditions of such programs (such as training allowances) are equally available to men and women. (001-18)

JOB CREATION

September 1988

- that job creation strategies be developed for women in their later years. (043-6)

LABOUR STANDARDS CODE

March 1976

- that the provincial Department of Labour take an active role in enforcing the provisions of the *Labour Standards Code* by (a) ensuring not only that there is a reasonably equal proportion of male and female departmental officers, but that these employees receive appropriate training to make them aware of and sensitive to the problems and issues facing working women; and (b) by making investigations and enquiries, on its own initiative, into any area covered by the legislation, and where non-compliance is discovered, by treating it in the same way as any violation of the *Code*. (001-20)

November 1983

- that a new section be drafted on microtechnology in the *Nova Scotia Labour Standards Code* to ensure that women are not adversely affected by the introduction of this technology. (018-1)*

- that a new section on sick leave be added to the *Labour Standards Code* similar to the *Canada Labour Standards Code* providing for the retention of employment for a period of 12 weeks for all employees of 3 months or more consecutive employment, who must cease work due to illness and injury, and that the period of employee retention be extended for persons covered by the Worker's Compensation Board. (018-4,5)

- that a section be included under Civil Remedy in the *Nova Scotia Labour Standards Code* such as that contained within section 3 of the Alberta Act (*Employment Standards Act* R.S.A. 1980, c.E-10-1). (018-8)

- that the name of the Department of Labour and Manpower be changed to the Department of Labour and Human Resources. (018-16)

- that the Department of Labour and Human Resources consolidate all acts pertaining to health and safety of all employees such as industry, mines, occupational health, etc. (018-16)

- that the Government of Nova Scotia explore the establishment of a wage protection fund for the workers of Nova Scotia. (018-16)

- that the subject areas of equal pay and maternity leave in the *Labour Standards Code* be dealt with independently. (018-16)*

- that the Labour Standards Tribunal and the Minimum Wage Board have a minimum of one female on either board. (018-16)

- that an information program for women in regard to the *Labour Standards Code* be established. (018-16)

October 1990

- that the *Labour Standards* [*Code*] be amended to include equal pay for work of equal value. (056-5)

PART-TIME WORK

March 1976

- that part-time workers be covered by the provisions of the *Labour Standards Code*, and that conditions of employment such as pay and fringe benefits be provided on a mandatory, pro rata basis. (001-20)

1983

- that part-time work, with pro-rated fringe benefits, be made available to both men and women; that part-time occupational experience be encouraged for young people in different areas of work, to help them make appropriate career choices; and that part-time work (consulting or honourary) be encouraged for people beyond the usual retirement age. (010-3)

November 1983

- that legislation be implemented to: (a) ensure that part-time workers receive the same protection, rights and benefits (on a prorated basis) as those now guaranteed to full-time workers; (b) ensure that seasonal workers who work regularly each year for the same employer are allowed to participate in employer-sponsored benefit plans on the same basis as other part-time workers, and ensure that these workers are also allowed to accumulate credit for their months of employment so as to enable them to gain seniority for salary, increments, layoffs, and recalls; (c) introduce a new labour standard to establish the minimum number of hours per day for which a part-time employee must be paid if he/she is called in to work; (d) ensure that part-time workers should receive equal pay for work of equal value, regardless of the average number of hours per week or month which they work. (018-7,8)

June 1985

- that any consideration of equality issues deal with the question of prorated pension benefits for Canadian workers. (027-6)

November 1985

- that private pension benefits be extended to part-time workers. (030-33)

November 1987

- that part-time work not be used as a less costly alternative to full-time work. (035-22)
- that the remuneration of part-time work be equal to that of full-time work (on an average hourly basis). (035-22)
- that pension and other benefits be extended to part-time workers (on a pro-rated basis). (035-22)

September 1988

- that part-time workers be granted access to all private and public pension plans on a pro-rated basis. (043-6)

September 1989

- that all protections currently provided to workers under the *Nova Scotia Labour Standards Code* be extended to part-time workers. (047-19)

- that legislation be enacted which will ensure that part-time workers are included in all benefit and pension plans (on a pro-rated basis) where an employer provides these benefits for full-time workers. (047-19)

- that the Government of Nova Scotia monitors the growth of part-time work in Nova Scotia and provides some mechanism to prohibit employers from using part-time work as a less costly alternative to full-time work. (047-19)

- that incentives be created to encourage employers to adopt alternative work schedules to assist workers (both full-time and part-time) to combine work and family responsibilities more easily. (047-19)

RE-ENTRY

November 1987

- that adequately funded job re-entry programs for women with particular emphasis on non-traditional work be established. (035-8)

September 1988

- that special programs be developed for women wishing to re-enter the labour force at a later age. (043-6)

EMPLOYMENT EQUITY

November 1985

- that the Nova Scotia provincial government enact legislation for affirmative action and equal opportunity. (030-31)*

AFFIRMATIVE ACTION

January 1984

- that department profiles be adopted; and that an annual report of department profiles be prepared, published and circulated by the Nova Scotia Civil Service Commission; and that the Government of Nova Scotia, through an analysis of individual department profiles, select priority areas among government departments in which women as under-represented groups will be targeted for special measures to increase their employment. A target profile indicating the anticipated female participation rate by 1990 will be established; and that the Nova Scotia Civil Service Commission initiate an accurate up to date skills inventory with the commitment to providing the staff component to maintain the inventory; and that individual departments provide a departmental profile in which specific target groups will be enumerated; and that the Deputy Ministers of every department establish and maintain consistent, universally applied, reporting mechanism to ensure the effectiveness of affirmative action practice in their departments; and that such reporting mechanism identify applicants from the target groups in the reports to the Deputy Ministers; and that summer students, part-time students, etc. have the same reporting mechanism applied; and that the Deputy Ministers make every effort to ensure that the managerial groups are aware of the management role in successfully carrying out affirmative action policies and programs; and that department managers' performance appraisal include a section on whether or not the affirmative action goals are successfully being met. (020-9,10,11)

June 1985

- that the Deputy Ministers of every department establish and maintain a consistent, universally applied, reporting mechanism to ensure the effectiveness of affirmative action practice in their departments. (027-5)

November 1985

- that an experimental program of affirmative action be implemented in federal and provincial corporations and the provincial government, perhaps to operate over a five year period. (030-31)

- that there be an increase in funding for federal and provincial Human Rights Commissions to enhance enforcement of affirmative action programs. (030-32)

CONTRACT COMPLIANCE

March 1976

- that every employer who directly or indirectly receives government monies, as well as the government and its agencies, be under an obligation to file an 'affirmative action plan' with the Department of Labour. The plan would require that the employer (a) analyze the jobs in which women are not utilized to their full potential; (b) set numerical goals (not quotas) for the employment of women; (c) set a specific timetable for increasing the utilization of women; and (d) describe in detail the methods to be used in complying with the plan. (001-19)

January 1984

- that the Government of Nova Scotia enact legislation for contract compliance and, in drafting such legislation, a model similar to the Nova Scotia Human Rights model be devised. (020-19)

April 1985

- that mandatory affirmative action and contract compliance be adopted in the public and corporate sectors. (026-4)*

June 1985

- that in line with the equality provision of the Charter of Rights and Freedoms, that a mechanism be devised in which the Federal Government could use its considerable jurisdictional power to make it a mandatory requirement that provincial governments become involved with contract compliance. (027-6)

November 1985

- that the federal government and Crown Corporations enforce contract compliance. (030-31)*

October 1990

- that the Government should act to eliminate the wage gap between working men and women through additional measures to support pay equity legislation. These should include:

  ....

  b) contract compliance programs. (056-14)

EQUAL PAY

November 1983

- that the Department of Labour specify an officer to administer equal pay regulations rather than assign the duty on a rotation basis among staff. (018-10)

* Note: changes recommended to Section 55 of the *Nova Scotia Labour Standards Code*. (018-9,10)

PAY EQUITY

March 1976

- that the provincial government act positively in bringing the salaries of women up to those of men, by implementing through legislation the concept of equal pay for work of equal value. (001-19)

November 1982

- that the Province devise a means of increasing awareness of the equal pay for work of equal value legislation and amend its laws to provide for equal pay for work of equal value. (008-15)*

November 1983

- that the legislation concerning equal pay for work of equal value be passed by 1985. (018-5)

November 1985

- that the provincial government undertake a study on the merits of equal pay for work of equal value. (030-32)

January 1988

- that the provincial government begin immediately to draft a pay equity act to cover all workers in Nova Scotia (including part-time and casual workers) in both the public and private sectors; that the elements of such legislation be based on an integrated model of pay equity: requiring pro-active pay equity programs together with an on-going complaints mechanism; that pay equity legislation be introduced in Nova Scotia in a series of stages; that the provincial government take a leading role in this area and immediately take steps to implement pay equity in the public sector - allowing a reasonable phase-in period for the private sector; and further, that the elements of pay equity legislation be based on a cooperative and participatory system of job evaluation. (038-1,2)

- that an administrative and monitoring body be established to enforce the pay equity act and provide educational and information services to employers, employees, unions, and the public, and to generally assist all parties in the implementation of pay equity. (038-1,2)

May 1988

* Note: changes recommended to the Law Amendments Committee regarding Bill 55, *An Act to Provide for Pay Equity*. (041-2,3,4)

October 1990

- that the Government of Nova Scotia amend the current *Pay Equity Act* so that there is one law for all sectors of the economy. (056-3)

- that the legislation should regard pay equity as a basic labour standard, equally accessible to individuals and larger job classes. (056-3)

- that the legislation should ensure that implementation procedures are broadly defined so that equal pay for work of equal value is achieved. (056-3)

- that pay equity should apply to all sectors and to all jobs according to job content. (056-5)

- that there should be no exclusions or delays for smaller employers. (056-5)

- that legislation should permit pay equity comparisons between comparable-value jobs, on wage lines or by proportional value. (056-5)

- that the *Labour Standards Code* should be amended to include equal pay for work of equal value. (056-5)

- that definitions in the pay equity legislation should ensure the broadest possible coverage. (056-8)

- that the purpose of the Act should be to eliminate historic, systemic pay discrimination against women. (056-8)

- that there should be single incumbency for female and male job classes. (056-8)

- that job titles should not be considered in defining classifications or in evaluations. (056-8)

- that a corporate definition of "establishment" be developed that extends to related and associated companies that share personnel and compensation practices. The intent is to find the broadest possible application within a corporate definition. The Pay Equity Commission should play a pro-active role in determining when an establishment is attempting to circumvent the integrity of the pay equity process and it should have the power to set these parameters. (056-8)

- that job evaluation systems should adhere to minimum statutory standards, such as:

  a) a single system be used in any establishment

  b) union or employee participation in the evaluation procedure

  c) training so that evaluators are capable of making sound judgements

  d) gender-neutral in design and application

  e) gender bias-free determination of factors and weighting

  f) a validation process (056-8,9)

- that "pay" should include wages and benefits. (056-9)

- that a date must be determined by which employers are legally required to begin adjustment payments. (056-9)

- that there should be no limit on back-pay awards after implementation is required. (056-9)

- that it must be the responsibility of employers that pay equity be achieved and maintained in their workplaces. Enforcement procedures should include employee complaints and pro-active investigation by the Pay Equity Commission. (056-10)

- that pay equity legislation must provide for universal, mandatory implementation through the development of a pro-active pay equity plan within each establishment. (056-11)

- that legislation should provide for a complaint mechanism as a procedure of enforcement and maintenance. (056-11)

- that the Commission should have the right to monitor and review the pay equity process in each establishment. (056-11)

- that the pro-active stage be subject to interim time deadlines for selection of an evaluation system, selection of the evaluation team, determination of job values, and adjustment of wages. (056-11)

- that the Commission be empowered and granted the resources to compile statistics, to provide information on pay equity plans, to educate, to research the means by which systemic discrimination may be eradicated, and to act as a conciliator or mediator. (056-11)

- that the Pay Equity Commission create pre-packaged job evaluation systems for smaller firms. These systems should be simple to use, employing a "ranking" or other system developed by the Commission for the purpose. The Commission should also provide the training required to use these systems. (056-11)

- that the Commission be empowered with comprehensive enforcement mechanisms such as:

  a) the right to conduct investigations, audit reports and plans, and conduct research

  b) the right to lay complaints

  c) access to funds to mount educational campaigns to change ongoing practices and policies to end future discrimination (056-13)

- that a contract compliance system, similar to the Federal Contractors' Program, be established so that only companies that are implementing and maintaining pay equity will be able to enter into contracts with the provincial government. (056-13)

- that legislation provide for the establishment of a Pay Equity Tribunal in addition to the Pay Equity Commission. (056-13)

- that the Pay Equity Tribunal be an independent quasi-judicial body with the power to make binding orders pertaining to the enforcement of the Act. (056-13)

- that the Pay Equity Tribunal be a tripartite body representing the interests of employers and employees, with an independent chairperson. (056-13)

- that the Government should act to eliminate the wage gap between working men and women through additional measures to support pay equity legislation. These should include:

  a) employment equity legislation

b) contract compliance programs

c) better access to affordable daycare

d) expanded education and job training opportunities

e) better protection for part-time and casual workers. (056-14)

- that using its power to lodge complaints, the Pay Equity Commission should do so against all public sector employers who have been included in the pay equity process. These employers will be required to evaluate all female-dominated jobs that were not previously evaluated, based on the criteria of single incumbency. Male comparators will be found who are direct comparators, by proportional value or by a wage line. It will not be necessary to re-evaluate a job unless a specific complaint is made. (056-16)

- that where the provincial government funds at least 50 percent of a public sector organization, female-dominated jobs in that organization that do not have a male comparator will be compared to male jobs in the Nova Scotia Civil Service. Wage adjustments will be scaled proportionally to wages in the immediate workplace. (056-16)

- that where a municipality funds at least 50 percent of the budget of a municipal enterprise, female-dominated jobs in that enterprise that do not have a male comparator will be compared to male jobs in that municipality. Wage adjustments will be scaled proportionally to wages in the municipal enterprise. (056-17)

- that the Pay Equity Commission have the power to make final determinations concerning when inter-organization comparisons can be made in the public sector, subject to appeal to the Pay Equity Tribunal. Guidelines should include that 50 percent or more of the organization's budget is supplied by provincial or municipal taxpayers. (056-17)

FAMILY

FAMILY ALLOWANCE

February 1985

- that monthly family allowances not be reduced. (025-3)*

April 1985

- that universality of the family allowance be maintained. (026-3)*

SHARED RESPONSIBILITIES

March 1976

- that the provincial government, through Department of Education curriculum and materials and through the media, actively promote the idea that household and child care responsibilities should be shared jointly by the employed husband and wife. (001-12)

April 1986

- that the Task Force [on Family and Children's Services] take into account the new family model based on sexual equality, economic independence of women and men and shared family responsibilities when formulating policy changes which impact on the delivery of social services. (032-3)

SINGLE PARENTS

March 1976

- that the Department of Social Services develop a system of providing a guaranteed annual income, administered as payment for work performed, for the single parent who is staying home to raise pre-school children. (001-41)

- that those Nova Scotia statutes dealing with the rights and obligations of parents and children be amended so that the rights and obligations of parents with children born out of wedlock are the same as those of all other parents and children. (001-56)

April 1986

- that eligibility to family benefits not be sex-differentiated; therefore a male single head of family could receive equal treatment with a female in applying/receiving benefits. (032-4)

May 1986

- that the family benefits regulations be amended to permit the payment of some amount for shelter allowance for an unmarried mother living with her parents. (034-3)

FAMILY LAW

March 1976

- that the provincial government provide and publicize counselling services to (a) prepare young adults with a realistic view of the rights and obligations of marriage; and (b) devise programs to assist people, through the Family Court and other existing services, to cope with the debilitating effects of divorce and separation. (001-55)

CUSTODY

August 1984

- that in awarding custody, parental conduct only be considered when it is related to the spouses parenting skills or abilities. (023-3)

- that guidelines and a criteria for judgement in awarding custody be established so that consistency is maintained by individual judges. (023-4)

- that a specific definition of access be established, reducing the vagueness of words "as much as possible." (023-4)

DIVORCE

March 1976

- that the provincial government urge the federal government to amend the Divorce Act to (a) allow divorce to be granted on the grounds of 'irretrievable marriage breakdown'; (b) incorporate into the divorce process substantial pre-trial counselling, and other procedures to effect reconciliation where possible and to minimize the incidence of contested matters at the time of the hearing; and (c) incorporate rules of maintenance on divorce based on needs arising out of the division of function within the marriage, and financial rehabilitation rather than dependency when the marriage ends. (001-55)

- that the provincial government enact legislation to abolish the common law actions of enticing, criminal conversation, loss of consortium, and other actions based on a proprietary relationship between husband and wife. (001-56)

August 1984

- that a provision be drafted [in Bill C-10] whereby extenuating circumstances would allow the one year waiting period to be shortened. (023-2)

- that the Decree Absolute be maintained and the period of appeal be established at 30 days. (023-5)

FAMILY COURT

March 1976

- that the provincial government establish a unified Family Court by creating a Family Division of the Supreme Court of Nova Scotia, to exercise jurisdiction over all matrimonial, family, and juvenile proceedings. (001-57)

May 1983

- that the number of staff and the number of judges be increased in Family Court. (015-5)*

May 1986

- that a unified family court be established in Nova Scotia with judges having all the powers of Supreme, County and Family Court judges necessary to deal with the matters. The unified family court should be granted exclusive jurisdiction over matters arising under the following: *the Divorce Act*, *the Family Orders Enforcement Assistance Act*, *the Matrimonial Property Act*, *the Family Maintenance Act*, the new *Family and Children's Services Act*, the reciprocal enforcement of *the Custody Orders Act*, the reciprocal enforcement of *the Maintenance Orders Act*, *the Infants Custody Act*, *the Liberty of the Subject Act* in matters involving children, *the Young Offenders Act* for all young persons 12 to 17, *the Young Persons Summary Proceedings Act*, and certain provisions of the *Criminal Code* involving offenses against spouses and children and such other matters that are deemed appropriate. (034-9,10)

MAINTENANCE ENFORCEMENT

March 1976

- that provincial legislation dealing with maintenance obligations be amended to: (a) implement new rules of maintenance with entitlement based on needs created by the division of function within the marriage, and financial rehabilitation rather than dependency when the marriage ends; (b) provide reciprocal maintenance obligations on both husband and wife; and (c) eliminate adultery as a bar to maintenance. (001-55)

- that the Department of Social Services undertake to guarantee the monthly payments of all court maintenance orders to those beneficiaries on social assistance, and that

they seek restitution from the husband who has been ordered by the court to pay. (001-58)

February 1981

- that the Cabinet implement across the province the assignment of maintenance programs, which has been under experimentation since 1974 in Cape Breton, at least for those women and families where the need exists. (004-5)

- that a program be developed similar to the Parent Locator Service in the United States which uses interstate computer services to locate errant persons as a complement to the assignment of maintenance programs and to aid the Family Courts in locating persons in default of maintenance orders. (004-6)*

February 1983

- that a program be developed similar to the Parent Locator Service in the United States which uses interstate computer services to locate errant persons as a complement to the assignment of maintenance programs and to aid the Family Courts in locating persons in default of maintenance orders. (012-3)*

- that the province devise a system to expedite the processing of maintenance orders and to enforce family court decisions. (012-4)*

May 1983

- that the province devise a system to expedite the processing of maintenance orders and to enforce family court decisions. (015-3)

- that a program be developed similar to the Parent Locator Service in the United States which uses interstate computer services to locate errant persons as a complement to the assignment of maintenance programs and to aid the Family Courts in locating persons in default of maintenance orders. (015-2)*

- that the Law Amendments Committee review the Cape Breton Pilot Project in which the recipient receives full family maintenance and the Court pursues the payment award in the event of the failure to pay the award. (015-4)

August 1984

- that the Maintenance section [Bill C-10] be drafted to reflect the needs of children and spouses both short term and long term, taking into account such factors as economic inequality, age, ability to train, retrain, ability to enter the job market and at what level entry, and pension entitlement. (023-3)

- that a method be drafted by which the court can review the maintenance/support situation at the time of termination, and that such review also be allowed after the time period for termination ends. (023-3)

- that no statute could restrict a garnishee to an amount less than the *Maintenance Act* establishes. (023-3)

- that a national enforcement agency be established with all support orders registered automatically so the person entitled no longer has the responsibility for collection of support payments. (023-4)*

- that in order to locate the payer, a central collecting agency be allowed access to Revenue Canada's information bank. (023-5)

- that an application to the court to change the order for payment be required to be heard in the province of the person entitled, or in both provinces. (023-5)

May 1986

- that the following specific improvements in the enforcement of existing maintenance orders be made: (1) the establishment of a unified family court; (2) a computerized system for monitoring maintenance payments; (3) improved legislation and services to trace absent debtor spouses; and (4) an automatic, state initiated, state financed enforcement office employing crown counsel. (034-2)

- that scales of reasonable child care expenses be developed as the basis for child support payments under the *Family Maintenance Act*. (034-2)

MATRIMONIAL PROPERTY

March 1976

- that the provincial government enact legislation providing that both husband and wife are deemed co-owners of all real and personal property acquired after the date of the marriage, with husband and wife having joint control over these assets. (001-14)

- that the provincial government enact immediate legislation providing that both spouses are presumed to be joint owners of the family home, unless a contrary intention appears or unusual circumstances exist. (001-14)

- that the *Dower Act* and the *Dower Procedure Act* be repealed, on implementation of the presumed joint ownership of the family income. (001-14)

HEALTH

March 1976

- that the cost of yearly physical examinations be covered by M.S.I. (001-42)

February 1983

- that the government be responsible for [the] initiation and implementation of health awareness programs, starting with a planned program in selected areas of the province (e.g., well women's clinics, mental health education) and that these programs be adaptable to all areas of the province. (011-2)

June 1988

- that the Province of Nova Scotia develop and institute a province-wide programme of community-based women's health centres to provide a full range of reproductive and other health care services to all Nova Scotian women. (042-8)

ENVIRONMENTAL

February 1983

- that the Department of Health put in place the mechanisms for gathering the data and responding to any nuclear generating plant accident. (011-8)

- that the government adopt a policy in conjunction with the Department of Health and the Department of Environment respecting the public's right to know well in advance what chemicals and herbicides are being used, by whom, where, when, and why, through a system of public information. (011-10)*

April 1985

- that a central environmental tracking agency be established to collect information on matters of environmental importance; and that a central agency collect and monitor data regarding pregnancy, spontaneous abortion, and incidence of foetal anomaly. (026-4)*

- that the public have access to information and studies regarding the connection between reproductive health problems and environmental pollution, nuclear radiation emission, acid rain, and chemical/herbicide spray programs so that educated and

knowledgeable people can make choices based on fact and affect political decisions. (026-4,5)*

MENTAL

March 1976

- that regional mental health clinics assist in the provision of lay counselling services to communities which need them, by supporting training programs and seminars in effective helping techniques, by aiding in the selection and supervision of workers, and by serving as a resource to be utilized by lay community counsellors. (001-38)

- that the Departments of Health and Education act cooperatively on the problems of sex bias and sex-role stereotyping in psychological testing and diagnosis by (a) urging publishers to immediately eliminate known sex biases in psychological tests; and (b) urging schools, mental health centres, mental hospitals, and employers who use psychological testing materials, to use only those known to be free of sex bias and sex-role stereotyping. (001-50)

- that the Department of Health, mental health clinics, and universities, immediately undertake clinical research and program evaluations which take into account and/or explore the relationships between social conditions, mental and occupational status, and the patterns of mental illness. (001-50)

- that the Department of Health promote activities which are intended to develop sensitivity toward and awareness of the problems of sex bias and sex-role stereotyping in mental health services, by (a) encouraging universities and professional organizations to hold workshops on sex bias for practising mental health workers and those in training; and (b) developing and distributing materials to foster awareness of these problems. (001-51)

- that the Department of Health, working through the professional organizations and regional mental health centres and mental hospitals, encourage all mental health practitioners to take the objectively disadvantaged position of women into account, by making additional resources (such as women's study courses, consciousness raising groups, workshops, seminars, materials, etc.) available to the woman patient which will assist her to become aware of the collective strengths and problems of women. (001-51)

- that the Department of Health strongly urge all centres, agencies, and hospitals involved in the mental health treatment of women to (a) examine treatment resources for women to determine the extent to which their existence, structure, and use fits the needs of the patients; (b) provide treatment programs which are truly accessible to women, i.e. ones with child care facilities; and (c) be aware of the importance of female role models and provide women patients the opportunity to work with female therapists and counsellors. (001-51)

OCCUPATIONAL

March 1982

- The Nova Scotia Advisory Council on the Status of Women endorses the recommendation of the Canadian [Advisory] Council [on the Status of Women],

  " that when research evidence documenting reproductive hazards from micro-electronic equipment use is available, the federal government take the initiative to: (a) develop and promote any informational materials to alert affected employers, employees and the general public to the findings, and (b) ensure that the necessary changes to existing legislation are carried out immediately." (007-9)

  Since this affects only those coming under the jurisdiction of federal authority, we recommend similar action at the provincial level. (007-9)*

- that in-service training stressing the potential health and safety hazards in the operation of video display terminals be mandatory for office staff employees during their regular working hours. (007-9)

- that in-service training be mandatory for managerial staff in offices where video display terminals are operated by employees, stressing the precautionary measures that should be taken in office arrangement. (007-9)

- that more research be conducted in the level of radiation emission considered to be safe for all employees operating video display terminals but particularly for pregnant women. (007-10)

November 1982

- that in-service training stressing the potential health and safety hazards in the operation of video display terminals be mandatory for office staff employees during their regular working hours. (008-4)

- that in-service training be mandatory for managerial staff in offices where video display terminals are operated by employees, stressing the precautionary measures that should be taken in office arrangement. (008-4)

- that more research be conducted in the levels of radiation emission considered to be safe for all employees operating video display terminals but particularly pregnant women. (008-5)

February 1983

- that the rate of miscarriages, stillbirths, birth defects, neo-natal deaths or reproductive problems be linked to parental work histories. (011-10)

- that the government of Nova Scotia continue to fund medical and other research into health and safety concerns of persons working with micro-electronics equipment, paying particular attention to the adequacy of currently acceptable levels of radiation emission. (011-12)

- that more research be conducted in the levels of radiation emission considered to be safe for all employees operating video display terminals but particularly for pregnant women. (011-12)

- that the government of Nova Scotia develop and adopt health and safety standards for workers using office automation equipment, including video display terminals and taking into account such factors as visual considerations, psychological considerations and psycho-social considerations in the work place. (011-12)

- that ongoing collection of data be gathered in relationship to the health of workers using micro-electronic equipment and that the period of time the data is gathered be a lengthy one. (011-12)

PRESCRIPTION DRUGS

June 1988

- that a system be developed to introduce accountability into the prescribing of drugs. (042-23)

- that physicians recognize that symptoms associated with menstruation, pre-menstrual syndrome, menopause, depression, loneliness, stress, and fatigue often have social rather than medical origins and that relief does not come exclusively from drugs but, rather, from nutrition, exercise, a decent standard of living, and a non-violent home. (042-23)

September 1988

- that a system be developed to introduce accountability into the prescribing of drugs. (043-10)

REPRODUCTIVE

March 1976

- that the Department of Health make health care more accessible to the women of the province by (a) establishing and encouraging the profession of midwifery for assistance in normal childbirth; and (b) actively promoting the establishment of Well Women's Clinics, supported by local hospitals, in all areas of the province. (001-44)

- that the Department of Health act immediately to (a) acquire sufficient equipment for the detection of breast cancer (thermography and mammography equipment); (b) make such equipment available to all women as a routine part of their yearly physical examination; (c) make medical and gynecological services available to women in all parts of the province, if necessary by means of a mobile van; (d) ensure that such mobile vans are staffed by a gynecological team with adequate cancer detection equipment and examination facilities; and (e) ensure that local clinics, wherever they exist, work closely with the Department of Health's self contained mobile van and its staff. (001-44)

February 1983

- that an ongoing policy of Well Women's Clinics be held in easily accessed regions of Nova Scotia and that the Department of Health establish ongoing dialogue with members of the Registered Nurses Association of Nova Scotia to determine whether or not nursing professionals would want to take on the responsibility of the Pap Smear technique in Well Women's Clinics. (011-2)

HOMEMAKING/HOUSEWORK

March 1976

- that the provincial and federal governments initiate study into the best way of including the work of homemakers in the economy, and that they devise appropriate ways of ensuring that the homemaker's work is financially recompensed. (001-10)

  Note: see also Pensions

HOUSING

February 1985

- that zoning regulations which prevent sharing of accommodations, require large lots, and prohibit multiple units or non-traditional forms of housing be examined to see whether they hinder the development of suitable housing. (024-26)

- that government assisted housing be primarily targeted to those who do not have sufficient income to obtain shelter or those special groups who are victims of family violence, transients, ex-psychiatric, the very old, emotionally disturbed youth, etc. These special groups can be assisted with second-stage housing supported by volunteers and social services. (024-26)

February 1986

- that recommendations one (1) through eleven (11) inclusive in the Blueprint (published by the Housing for People Coalition - dated October 1985) be implemented. (031-5)

- that urgent action be taken to obtain one thousand (1,000) additional units of social housing for the metro area by requesting immediate assistance from the federal government in cooperation with municipal and provincial authorities. (031-5)

- that the Nova Scotia Department of Housing, in cooperation with interested, non-profit citizen's housing groups within the private sector and qualified planners initiate, sponsor, coordinate and conduct practical workshops/seminars on how to successfully set up alternative housing arrangements (legally, financially and socially), e.g. cooperative households. (031-7)

- that a registry be set up listing all those individuals or families willing to cooperatively share housing. (031-8)

- that the Nova Scotia Department of Housing examine all zoning regulations which currently prevent sharing of accommodations, require large lots, and prohibit multiple units or non-traditional forms of housing and formulate an action plan based on this data to eliminate such barriers. (031-8)

- that the Nova Scotia Department of Housing develop a questionnaire-based training seminar to determine compatibility requirements for prospective joint household members. (031-9)

- that a special discretionary grant/loan system be created for the use of homeowners who are unable to put the necessary capital into their homes to keep them in

adequate repair and fully serviced, i.e., with appropriate heating, plumbing and electrical services. (031-10)

- that the Nova Scotia Department of Housing

  (a) initiate a study to find ways and means of using financial incentives to encourage private developers to design and build affordable, comfortable, permanent housing for families by utilizing space creatively (e.g., through multipurpose rooms and dividers), by cutting down costs to tenants for basic furnishings through wise use of built-ins (e.g. sleeping lofts), and by making wider use of new, hardy materials for durability;

  (b) introduce a contest to promote desired design features for affordable and suitable individual and shared family accommodation; and

  (c) devise an action plan for implementation of both the incentive for developers and the designs in more new and renovated permanent housing suited to the target groups already mentioned. (031-12,13)

- that an incentive grant be made available to private citizens willing to renovate/upgrade their homes to turn single-family dwellings into multiple-family or shared-accommodation complexes, i.e. monies to build a small apartment unit within existing space that could be used to house any member(s) of the targeted groups needing affordable, accessible accommodation. (031-14)

May 1986

- that the *Human Rights Act* be amended to prevent discrimination on the basis of family structure and that the basic shelter allowance component of family benefits be based on a scale of current market rents with regional rates forming the basis upon which market rents are determined. (034-2)

September 1988

- that additional subsidized housing for seniors be developed and that seniors be consulted regarding the design and location for such housing. (043-7)

- that the rental assistance rates provided under the Nova Scotia Rental Assistance Program be adjusted to reflect realistic rent levels as currently found in the Nova Scotia housing market. (043-7)

- that the Government of Nova Scotia investigate ways of helping seniors who are homeowners overcome the financial obstacles of remaining in their homes. (043-7)

- that income limits qualifying seniors for the Senior Citizens' Assistance Program and the Provincial Housing Emergency Repair Program be raised to enable more seniors to remain in their homes. (043-8)

- that the criteria used to determine eligibility for home improvement programs be standardized so that all seniors will have equal access to such programs regardless of which municipality they live in. (043-8)

- that information about housing programs from all levels of government be made more widely available. (043-8)

HUMAN RIGHTS

March 1976

- that the *Human Rights Act* be amended so that

  (a) discrimination based on marital status in employment is illegal;

  (b) the term 'conditions of employment' in Section 11A(1)(d) of the *Act* be defined to include employee fringe benefit plans, and further, that regulations be passed stating that the use of actuarial tables which take into account the differences between men and women are illegal, and that the level of benefit or the cost of premiums should not vary because of the sex or marital status of the employee;

  (c) the Human Rights Commission must publicize all the decisions of boards of inquiry, so that employers and employees, as well as the general public, will be made aware of what is, and is not, discriminatory behaviour;

  (d) where the conciliation process has gone on for at least three months and the case has not been settled, or where the complainant feels that it would be unwise or unnecessary to attempt to conciliate the issue, the complainant should have direct access to the Court, represented by her (his) own counsel, and assisted by legal aid, if she (he) qualifies; and

  (e) regulations define the term 'bona fide occupational qualification based on sex' contained in s. 11A(1)(d) of the Act. (001-20,21)

- that the *Human Rights Act* be amended to prohibit discrimination on the basis of sex in all educational courses, programs, and facilities funded directly or indirectly by public monies. (001-32)

- that the *Human Rights Act* be amended to state that discrimination on the basis of sex or marital status in the granting of credit is prohibited. (001-56)

September 1988

- that workers over 65 be included in the [*Nova Scotia Human Rights*] *Act*. (043-6)

January 1989

- that discrimination on the basis of age be broadened to cover all areas, not simply employment, but housing and all other services and facilities. (045-3)

- that the specific age range (40-65) be omitted, thereby providing protection to persons of all ages. (045-3)

- that marital and family status be clearly defined. (045-4)

- that discrimination on the basis of marital status be broadened to cover all areas, i.e. employment, housing, and services and facilities. (045-4)

- that protection be granted to individuals on the basis of family status. (045-4)

- that sexual harassment be specified in the [*Human Rights*] *Act* as a form of sex discrimination. (045-4)

- that the [*Human Rights*] *Act* specify that discrimination on the basis of pregnancy or any pregnancy-related matter is a form of sex discrimination. (045-4)

- that sexual orientation be included in the Act. (045-5)

June 1991

- that Section 5(1)(h) [of the proposed amendments to the Human Rights Act] should simply read "age" and that an exemption be added to specify that, where the individual is either under the age of majority or over the age of 65, the individual should be able to receive the benefits or must accept the limitations that are otherwise set out by law. (058-2)*

- that sexual orientation should be listed as a separate and independent prohibited ground of discrimination in Sections 5(h) to (s). (058-2)

- that in Section 3(i), the definition of "marital status" be amended to read "the status of being single, engaged to be married, separated, divorced, widowed, or <u>two people</u> living in the same household as if they were married." (058-2)

- that the concepts of "offensive working environment" and "sexual harassment of colleagues or 'equals'" be incorporated into the definition of sexual harassment in this proposed legislation. (058-3)

- that the Minister Responsible for Administration of the Human Rights Act refrain from amending the proposed legislation to include a clause involving prohibiting discrimination based on an "irrational fear of an illness," since this may serve to negate or weaken the inclusion of HIV+ or AIDS under the definition of disability. (058-3)*

- that Section 8(4)(a) be clarified in order to grant human rights protection in matters of race, religion or sex to individuals employed as live-in domestic workers, the majority of whom are women. (058-4)*

LAW

March 1976

- that all provisions in the Nova Scotia statutes which allude to the 'head of the family' concept, which give women or men a privileged position, and which accord different status or treatment based on sex, should immediately be appropriately amended or repealed. (001-56)

February 1983

- that the act governing the use of seat belts through legislation be proclaimed. (011-5)

LEGAL PROFESSION

March 1976

- that the provincial government reconstitute the Law Reform Commission so that it consists of equal numbers of lawyers and lay people, both men and women, and represents broad societal interests. (001-58)

- that the legal profession, through the Dalhousie Law School and the Nova Scotia Barristers Society, ensure that women are actively recruited for positions on faculty and in law firms, at least in proportion to the numbers of women graduating from law school. (001-58)

VICTIMS OF CRIME

February 1983

- that the office of the Attorney General and the government of Nova Scotia commit themselves to the programme of gathering statistics on crime in a comprehensive manner to be determined in cooperation with the Nova Scotia Police Commission with special attention to identifying what group is specifically the victim of certain crimes. (013-4,5)

April 1990

- that representation on the Criminal Injuries Compensation Board be amended to include women, with particular consideration being given to women of colour, native women and women of other visible minorities. (051-3)

- that representation on the Criminal Injuries Compensation Board be amended to include individuals with qualifications in social work and/or counselling. (051-3)

- that individuals with expertise on violence against women (psychologists, social workers, counsellors, etc.) be consulted in cases involving sexual assault, abuse, harassment, incest and domestic violence. When the Board uses such consultants, they should be paid in the same manner as are doctors who receive remuneration for giving medical reports. (051-3)

- that applicants to the Criminal Injuries Compensation Board be made aware that the offender may be present at the hearing. (051-6)

- that applicants to the Criminal Injuries Compensation Board be explicitly advised of their option to have legal representation. (051-6)

- that the allowance for payments to lawyers be raised from $200 to $400 over and above the amount of compensation awarded for injury, pain and suffering. (051-6)

- that an appeal process be built into the Criminal Injuries Compensation Board process for those applicants who are dissatisfied with the Board's decision. (051-6)

- that this information be incorporated into a new brochure. (051-6)

- that additional funds be infused into the legal aid system specifically designated for the provision of services to the Board. (051-6)

- that victims be given the option of requesting an in camera hearing. (051-7)

- that publication of Board decisions contain no identifying information regarding the victim. (051-7)

- that decisions on the extent of injury, pain and suffering be based on testimony, medical documentation and other objective evidence and not be prejudiced by the victim's emotional state or physical demeanour at the hearing process. (051-9)

- that cases involving alcohol impairment be considered on their individual merits and that victims not be automatically considered to have contributed to their misfortunes by virtue of being intoxicated. (051-10)

- that a financially advantaged victim be compensated based on the same criteria for pain and suffering as would a victim with limited financial resources. (051-10)

- that social assistance recipients not have the amount of the award deducted from their income. (051-10)

- that, given the limited resources of the Criminal Injuries Compensation Board and the increasing demand on those resources, law enforcement officers and other public

servants covered under compensation packages should not be eligible for awards under the *Compensation for Victims of Crime Act*. (051-10)

- that if existing compensation provisions are deficient with respect to law enforcement agencies and their employees, those should be enhanced and adapted to meet the needs of the employees. (051-11)

MEDIA

February 1980

- that the Canadian Radio-Television and Telecommunications Commission Task Force demand that when humour is used in advertisements, it be in good taste where the customer will not be offended, be [they] male or female. (003-6)

November 1987

- that the CRTC consider stronger measures for public complaints and education on sex-role stereotyping. (036-3)

- that the CRTC implement employment equity and consider implementation of such policies as a condition of license. (036-3)

IMAGES OF WOMEN

March 1976

- that the provincial government act immediately on improving the portrayal of women in the media by (a) asking the Human Rights Commission to develop guidelines on what constitutes [a] derogatory, demeaning, or disrespectful portrayal of women in the media; and by (b) urging the appropriate federal and provincial agencies to adopt these guidelines on all programming and in all materials which are to be seen, heard, or read in Nova Scotia. (001-35,36)

- that the Department of Health make strong representation to drug companies to immediately eliminate sex-biased advertising. (001-51)

February 1980

- that the CRTC Task Force take the necessary actions to ban all advertisements that use women solely as objects and/or [portray them] as unintelligent. (003-6)

- that advertisers and broadcasters be made aware that they are losing valuable sales by not using more liberated messages. The promoter in ads ... should expand the portrayals beyond the traditional job. They should be made aware that they are missing close to 50% of women who work outside the home. (003-6)

February 1981

- that the Province of Nova Scotia initiate a television advertising campaign to promote a positive image of women employed in non-traditional occupations. (004-12)

MEDICINE

MEDICAL PRACTITIONERS

March 1976

- that the medical profession, through the Nova Scotia Medical Society and the Dalhousie Medical School, ensure that women are actively recruited for positions on faculty, at least in proportion to the numbers of women graduating from medical school. (001-42)

- that courses in nutrition be made a mandatory part of the training of medical doctors. (001-42)

- that the Nova Scotia Medical Society and the Dalhousie Medical School proceed immediately to (a) establish courses, programs, and curricula which will present accurate attitudes towards women and their health needs; (b) ensure that the medical textbooks used in the professional training of both doctors and nurses reflect these accurate attitudes towards women and their health needs; and (c) offer mandatory courses pertaining to women's health needs to all those entering the field of medicine, as well as refresher courses for those who have already graduated. (001-43)

February 1983

- that health professionals receive greater emphasis in their training concerning the physical, mental and emotional health of women. Further, that the government encourage a greater emphasis upon human relationships in the training of all health care personnel and such professional groups as social workers, family court workers and others. (011-3)

- that the Department of Health work in conjunction with the Nova Scotia Medical Society and the Dalhousie Medical School to establish courses, programs and curricula which will present accurate attitudes towards women and their health needs and offer mandatory courses pertaining to women's health needs to all those entering the field of medicine, as well as refresher courses for those who have already graduated. (011-6)

- that the medical profession, through the Nova Scotia Medical Society and the Dalhousie Medical School, ensure that women are actively recruited for positions on faculty, at least in proportion to the numbers of women graduating from medical school. (011-6)

- that an independent body be established to hear and investigate complaints from patients. This body must have the authority to monitor and provide recourse and remedy for complainants and serve to more effectively regulate unacceptable behaviour and practice of the medical profession. We recommend that this body be composed of members of the medical community, legal community and individual consumers. (042-8)

- that medical schools adopt curricula which will encourage realistic attitudes toward women and sensitize physicians to the specific health concerns of women, and offer continuing education programs for those who have already graduated. (042-8)

MIDWIFERY

March 1976

- that the Department of Health make health care more accessible to the women of the province by (a) establishing and encouraging the profession of midwifery for assistance in normal childbirth; and (b) actively promoting the establishment of Well Women's Clinics, supported by local hospitals, in all areas of the province. (001-44)

June 1988

- that the Province of Nova Scotia begin immediately to take steps to integrate midwifery as an independent, licensed and self-regulating profession into the health care system in Nova Scotia. (042-17)

OCCUPATIONS

CLERICAL

March 1976

- that the Nova Scotia Civil Service Commission immediately ensure, in all government departments and agencies, improvement in the conditions of clerical workers, by (a) abolishing the system of 'rug ranking' for secretarial employees, and establishing in its place a job evaluation program emphasizing the employee's duties, skills, and experience; (b) establishing job descriptions for non-professional employees, especially clerical and secretarial employees, so they will know what their functions should be, and be afforded a pay increase or reclassification if they take on added duties; and (c) recognizing secretarial and clerical experience as being relevant in filling senior, non-professional administrative positions. (001-18)

DOMESTIC

March 1976

- that Regulation 2(1) under the *Labour Standards Code*, exempting domestic servants from the application of the Act, be repealed, and that measures be taken by the Department of Labour to devise the best method of ensuring that domestics receive the benefits to which they are entitled. (001-19)

November 1983

- that, pursuant to Regulation 2(1) in the *Labour Standards Code*, only those domestic servants employed in a private home less than 24 hours a week be exempted from application of the Code. (018-15)

MANAGEMENT

February 1981

- that the government set an example as an employer and appoint women to administrative positions. (004-13,14)

PARENTAL LEAVE & BENEFITS

November 1983

* NOTE: changes to *Labour Standards Code* recommended. (018-10,11,12,13)

April 1986

- that paternity leave be made possible as an option under the *Nova Scotia Labour Standards Code*. (032-4)

- that adoptive leave be made consistent with maternity leave in recognition of the importance of a period of bonding, socialization and adjustment between the adoptive family and the child. (032-4)

May 1986

- that adoptive leave be made consistent with existing maternity leave provisions. (033-11)

November 1987

- that maternity and adoptive benefits be paid at full salary under the *Unemployment Insurance Act*. (035-15)

- that maternity and adoptive leave be extended to a total of 26 weeks and that such leave be available to either parent. (035-15)

- that legislation aimed at guaranteeing job security on resumption of work after maternity and adoptive leave be strengthened. (035-15)

PENSIONS

March 1982

- that the amount of the Guaranteed Income Supplement for unmarried people be increased to a level such that the total income for these elderly people with no spouse is at least equal to Statistics Canada low income lines, more commonly referred to as "poverty lines". (006-11)

- that the equal splitting of pension credits under the Canada Pension Plan between the spouses upon divorce not be dependent on [a] spouse applying for such splitting within three years of the divorce. (006-13)

November 1982

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- that the equal splitting of pension credits under the Canada Pension Plan between the spouses upon divorce not be dependent on the spouse applying for such splitting within three years of the divorce. (008-11)

September 1983

- that the equal splitting of pension credits under the Canada Pension Plan between the spouses upon divorce not be dependent on the spouse applying for such splitting within three years of the divorce. (017-5)

- that the Government of Canada ensures adequate guaranteed minimum incomes for pensioners with the least possible delay. (017-5)

- that the Parliamentary Task Force on Pension Reform further research the figures submitted by the National Action Committee in their brief "Pension Reform" (Issue 5). (017-7)

November 1985

- that private pension benefits be extended to part-time workers. (030-33)

EMPLOYER SPONSORED

March 1982

- that a plan member be entitled to pension benefits rather than a cash refund of personal contributions after one year of service, instead of after having both attained age 45 and completed 10 years of service. (006-13)

- that the employer be required to pay at least half the cost of the deferred pension benefit granted to a plan member who terminates employment after satisfying the vesting rules. (006-14)

- that employees be given the option of transferring the value of the deferred pension benefit, to which they became entitled upon termination of employment, to a locked-in Registered Retirement Savings Plan (RRSP). (006-14)

- that refunds of contributions paid to plan members who terminate employment before satisfying the vesting requirements include interest at a reasonable rate, possibly set at 1% below the rate credited by Canadian chartered banks. (006-14)

- that pension benefits be protected against inflation by using the excess interest approach. (006-14)

- that all employers be required to provide pension plans for employees aged 18 to 64 working on a part-time or full-time basis. (006-15)

- that survivors' benefits be incorporated in all employer-sponsored pension plans. (006-15)

November 1982

- that a plan member be entitled to pension benefits rather than a cash refund of personal contributions after one year of service, instead of after having both attained age 45 and completed 10 years of service. (008-11,12)

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HOMEMAKERS

March 1976

- that the provincial and federal governments give their urgent attention to the matter of providing coverage for homemakers under the Canada Pension Plan by embarking on an in-depth study (with participation from Nova Scotia women) with recommendations for a solution which will extend equitably to all full-time homemakers. (001-11)

February 1981

- that the Province of Nova Scotia endorse the proposal to open up the Canada Pension Plan to homemakers on a voluntary basis. (004-10,11)

March 1982

- that pension benefits be provided under the CPP in respect of those time periods spent by women in the home either raising children or caring for severely disabled people who would otherwise have to be put into an institution. (006-11,12)

- that women whose main occupation is to keep house for someone else without fixed cash compensation (hereinafter referred to as "homemakers") be required to participate in the CPP. These would include wives who are chiefly engaged in keeping house for their husbands or for their husbands and children who are over 7 years of age. (006-12,13)

- that homemakers who work outside the home on a part-time basis and hence participate in the CPP in their own right be given the option of increasing their earned pension credit to the above minimum level as long as the additional required contributions are made by the beneficiaries of the homemaker's services. (006-12,13)

November 1982

- that pensions benefits be provided under the CPP in respect of those time periods spent by women in the home either raising children or caring for severely disabled people who would otherwise have to be put into an institution. (008-9)

- that women whose main occupation is to keep house for someone else without fixed cash compensation (hereinafter referred to as "homemakers") be required to participate in the CPP. These would include wives who are chiefly engaged in keeping house for their husbands or for their husbands and children who are over 7 years of age. (008-10)

- that homemakers who work outside the home on a part-time basis and hence participate in the CPP in their own right be given the option of increasing their earned pension credit to the above minimum level as long as the additional required contributions are made by beneficiaries of the homemaker's services. (008-10)

September 1983

- that pension benefits be provided under the Canada Pension Plan in respect of those time periods spent by women in the home either raising children or caring for severely disabled people who would otherwise have to be put into an institution. (017-4)

- that every homemaker be credited with pensionable earnings for Canada Pension Plan purposes equal to the lesser of: 1) 50 percent of the national average industrial wage, or 2) 50 percent of the spouse's earnings; that the income will be reduced by any earnings the homemaker has received from employment that count for Canada Pension Plan purposes; that the spouse's earnings will be reduced for Canada

Pension Plan purposes by the amount credited to the homemaker. The reduction will not be accompanied by any reduction in contributions; and that contributions on the amount credited to the homemaker will be made at the self-employed rate to the extent such contributions have not already been made. (017-5,6)

September 1988

- that pension benefits be provided under the CPP in respect of those time periods spent by women in the home either raising children or caring for other people. (043-6)

POLITICS

ELECTORAL REFORM

June 1990

- that there be a cap on both donations and expenditures during elections and leadership races, and further, that only those individuals who are eligible to vote in the election be permitted to make political donations. (053-3)

- that unpaid volunteer work be assigned monetary value for the purposes of enumerating and recording political donations. (053-3,4)

- that limitations on the rights of individuals serving time in penal and mental institutions be removed from the *Canada Elections Act*. (053-4,5)

- that more extensive advertising be undertaken to clarify the options of advance and proxy voting. (053-5)

- that the *Canada Elections Act* and all other acts under the mandate of the Royal Commission on Electoral Reform and Party Financing be revised to include nonsexist or gender-neutral terminology. (053-5,6)

PORNOGRAPHY

February 1983

- that the Province of Nova Scotia go on record with the federal government, on behalf of its female population, against the broadcast of pornography on pay T.V. (013-4)

- that the Amusement Regulation Board measure its own effectiveness in screening and rating film with special guidelines developed as to how women will be allowed to be portrayed in film shown in Nova Scotia. (013-5)

- that the Office of the Attorney General and the Cabinet support and establish a special morality team similar to the function of the local morality squad of police departments, whose primary function would be to oversee and inspect all aspects of the porn industry, in print media, video and film, with a view to advising the government on the nature and content of the porn industry. (013-5)

- that the Amusement Regulation Board determine what if any jurisdiction it legally has and determine the vehicle to regulate pornographic film on pay T.V. (013-5)

- that women as representative of organizations and advisory councils be invited to be members and advisors of formalized government committees set up to investigate the scope of this problem and to be the watchdogs of the pornographic process. (013-5)

May 1984

- that a clear, concise definition of pornography be established in law. (022-6)

- that special federal and provincial legislation be enacted to protect children from participation in pornography. (022-6)

- that special federal and provincial legislation be enacted to protect children from exposure to pornography. The legislation would include the following: (1) selling, renting or showing pornographic materials to minors (under age 19) is a punishable crime; (2) pay television networks be restricted to screening of adult entertainment to late hours (i.e. after midnight); no pornographic screening on a public media station; and (3) severe fines be levelled against offenders. (022-6)

- that federal and provincial legislation be enacted to ensure that

  (a) film, video, and printed matter depicting abusive, degrading, violent sex be prohibited; and

  (b) regulations to display and sell revised sexual literature (i.e. minus elements of violence and degradation) be enacted as enumerated below:

(1) package materials with only titles showing;

(2) seal print media in cellophane wrappers;

(3) sell material only in licensed establishments which are closely monitored and controlled (i.e. like the Nova Scotia Liquor Commission);

(4) set up a regulatory board to rate magazines similar to the system in Nova Scotia established to classify films (and, more recently, home video tapes);

(5) use a classification system in order to definitively control pornography;

(6) impose severe fines on persons disobeying regulations. (022-6,7)

- that compulsory, sequential family life science programs be established by the provincial governments for all grades in schools across Canada in which the problems of pornography could be sensitively discussed. (022-7)

PREGNANCY & CHILDBIRTH

February 1983

- that the government is encouraged to establish high-risk registers during pregn... and postnatally by the medical profession and other parts of the health system. (011-3)

- that provision of prenatal classes and education must be equally accessible to all those requiring them and provided as close as possible to the place of residence as is consistent with medical facilities. (011-3)

June 1988

- that the Province seriously examine the caesarian section rates in Nova Scotia and take some measure to protect women from unnecessary surgical intervention. (042-17)

- that the Province investigate the unnecessary use of episiotomies, epidurals, forceps, and other high-tech birthing techniques used in Nova Scotia. (042-17)

REPRODUCTIVE RIGHTS

March 1976

- that the provincial government (a) strongly urge the federal government to repeal those sections of the *Criminal Code* relating to abortion; and (b) study the implications on provincial health care and facilities of removal of abortion from the *Criminal Code*, so that the province will be prepared to exercise its new jurisdiction over abortion. (001-45)

March 1988

- the Nova Scotia Advisory Council on the Status of Women supports the recent Supreme Court of Canada decision to remove abortion from the *Criminal Code*. It is the position of the Advisory Council that abortion is a woman's personal decision and that every woman must have access to certified medical care. The Council recommends that counselling, family planning and public education programs be expanded and made available to all women in an effort to reduce the need for abortion. (040-1)

June 1988

- that the Province of Nova Scotia increase funding to expand family planning programs, sex education, and pre- and post-abortion counselling in this province, in an effort to reduce the number of unintended and unwanted pregnancies. (042-19)

- that the Department of Health and Fitness take steps to improve abortion services in Nova Scotia, especially in rural and small communities, by allowing the procedure to be performed in settings other than hospitals. (042-19)

- that the Department of Health and Fitness ensure that the technology and techniques (i.e., anaesthesia) used for this procedure are the most up to date and that unnecessary medical procedures are never used. (042-19)

February 1990

- that abortions be removed from the *Criminal Code* of Canada. Abortion is a health matter and decisions concerning the termination of pregnancy should be left to individual women in consultation with their doctors. (050-21)

- that provincial medical insurance coverage for abortions be guaranteed. The federal government must use its power under the *Canada Health Act* to withhold provincial

health care insurance plan contributions if provinces do not meet criteria for accessibility, comprehensiveness and universality of abortion services. (050-21)

- that the federal government increase funding so that counselling, family planning and public education programs may be expanded and made available to all Canadian women and men in an effort to reduce unwanted pregnancies, thus reducing the need for abortion services. (050-21)

REPRODUCTIVE TECHNOLOGY

April 1986

- that a committee comprised of representatives with expertise in law, health, reproductive technology and human rights be formed with a mandate to contemplate the potential legal, ethical and moral issues surrounding genetic engineering, not limited to single issues of control and exploitation, but including access to techniques, record keeping, rights of the biological parent versus the social parent and any other considerations necessary to deal with the topic. (032-5,6)

June 1988

- that the Province of Nova Scotia encourage and endorse the formation of a federal Royal Commission on New Reproductive Technologies to allow the Canadian public to consider the impact and regulation of NRTs. (042-21)

- that in light of the fact that new reproductive technologies are already actively being engaged and researched in Nova Scotia, the government establish a working committee to study NRTs with representatives from the medical, ethical, nursing, legal, health education and women's communities. (042-21)

October 1990

- that the partner of the woman receiving donor insemination, having signed a consent form, should be the legal father of the child and should have the same obligations for child support and inheritance as a biological father. While his name may appear on the birth certificate, indication should also be made that the child was conceived by donor sperm. (055-6)

- that children resulting from medically-assisted conception have a right to know the medical history, physical characteristics, and particular talents of their biological parents. (055-6)

- that laws dealing with donor insemination apply equally to self/partner and nurse/technician inseminations. Clauses arguing that donor insemination is a "medical practice," or that it must be performed "under the supervision of a physician," should be struck from all relevant legislation. (055-8)

- that amniocentesis or chorionic villus sampling (CVS) be offered only after a woman has decided she would definitely abort if she is carrying a child with a genetic abnormality, and/or which fetal abnormalities she would choose to abort, or only if she feels she needs the information to be better prepared for a disabled child. (055-12)

- that diagnostic testing for the purposes of sex selection for social or economic reasons be banned. Where there is evidence of a sex-linked genetic disease, women (or couples) should be informed of the social implications of their decision, as well as the medical ones. (055-13)

- that the medical literature on the drug Clomid be reviewed, and if even one study exists to seriously question the safety and long-term effects of this drug, that it be banned from use entirely, and that further study be undertaken to adequately assess all other drugs used in medically-assisted conception to determine the effects these drugs are having on women's bodies. (055-15)

- that the practice of selection reduction is extremely problematic and should not be permitted. (055-16)

- that research which involves manipulation of human gametes in an effort to duplicate or alter the physiological makeup of the human species, such as cloning, transgenics, and chimeras, should be banned absolutely. (055-16)

  that any research which purposefully locates gestation outside of the woman's uterus, such as ectogenesis and male pregnancy should be banned. (055-16)

- that other research should be guided by strict adherence to the principal of practical and ethical usefulness to enhancing or promoting the health (in its narrowest sense) of individuals. (055-17)

- that research involving fetal tissue from aborted fetuses be permitted, providing that the abortion was not obtained for the purpose of donating tissue, and providing that the woman undergoing the abortion is recognized as the "owner" of the fetal tissue and has given her informed consent to whatever specific and particular research endeavour is planned. (055-17)

- that "surrogacy contracts" made prior to the conception or birth of a child not be recognized by the courts as legal documents under any circumstances. If after the birth of a child, a woman chooses to relinquish her child for adoption to a particular couple, then the legislation that governs private adoptions should prevail. (055-18)

- that the gestational mother always be deemed the legal mother of the child, regardless of whose sperm or egg is used. She should be entitled to the same protection and rights, under the *Family and Children's Services Act* (or other provincial equivalent), as mothers who consider relinquishing a child for adoption. Under no circumstances should she be required to prove her "fitness" to parent in a court of law. (055-18)

- that, in the case of sperm or ova donation, where the intention of the donor is solely to donate her/his reproductive material for others' use, the donor, having signed a consent form, should have no legal relationship to any child that may result. Gametes should be relinquished to a recipient, with the clinic as temporary guardian or caretaker, and all parental rights and responsibilities (including the right to

information about offspring) on the part of the donor should be concurrently relinquished. (055-19)

- that, in cases where ova donation occurs as a secondary intention, the woman donor should retain some control over decisions as to the use of the surplus. In other words, if more ova are removed than can be re-implanted from a woman who is herself undergoing IVF, she should retain the right to decide whether the surplus are to be donated (at which time she relinquishes control), frozen, used for regulated research purposes, or destroyed. (055-19)

- that surplus embryos which are the genetic material of each member of a couple should belong jointly to the couple, who together retain the right to decide how their embryos are to be used. In the event of one individual's death, guardianship reverts absolutely to the other. In the event of divorce, separation, or dispute between the individuals regarding the future of any surplus embryos, they should be frozen for the designated "safe" period (if facilities exist), after which time they should be destroyed if there is no resolution of the conflict. (055-20)

- that embryos which are the genetic product of one member of a couple combined with donor ova or sperm should belong solely to that genetically related individual in the event of divorce, separation, or dispute over the outcome of any surplus embryos. (055-20)

- that it be a criminal offence to remove genetic material from a woman's reproductive organs, whether or not those organs have been removed from her body, without her knowledge and informed consent. Ova should under no circumstances be removed from women undergoing hysterectomies, tubal ligations, etc. as a matter of routine practice. (055-20)

- that women should not be denied the opportunity to have children based on social or financial criteria. (055-21)

- that a permanent federal regulatory body be formed to oversee the implementation of comprehensive and consistent legislation across Canada. This body should include but not be limited to representatives from women's organizations, infertility support networks, legal, medical, and ethics professionals, and the disabled. (055-24)

SEXUAL ASSAULT

March 1976

- that the provincial government make strong representation to the Law Reform Commission of Canada to undertake a comprehensive study of sexual offences in the *Criminal Code*, with recommendations for amending the Code so that women and men are treated equally and fairly. (001-57)

SENTENCING

June 1991

- that a concerted effort be made to ensure consistency in sexual assault sentencing across Nova Scotia. (059-52)

- that the length of sentences for sexual assault become more consistent, and that the maximum sentences outlined in the *Criminal Code* be considered more important than precedents set by past cases. (059-53)

- that the government of Nova Scotia commit more resources for public education on the nature of sexual assault and its impact on victims and their families, and especially for the provision of comprehensive support services for victims of sexual assault. (059-54)

- that relevant government departments (Attorney General/Solicitor General, Community Services, and Health and Fitness) undertake an evaluation of the effectiveness of treatment programs for sexual assault offenders. (059-54)

- that the government of Nova Scotia urge the federal government to establish a forensic treatment centre for sexual assault offenders in Nova Scotia. (059-54)

- that all judges, Crown prosecutors, law enforcement officers and corrections personnel in the province of Nova Scotia receive, on a mandatory basis, education on the nature of sexual assault, the impact of sexual assault on the victim, the recidivism rate and the effectiveness of treatment for sexual assault offenders. (059-55)

- that the Department of Attorney General appoint a full-time Crown prosecutor specializing in prosecuting cases of sexual assault. This individual should also assume responsibility for peer education. (059-55)

- that the offender's employment record, family status, relationship to victim, and absence of criminal record not be considered mitigating factors in sexual assault sentencing. (059-56)

- that the Department of Attorney General implement a tracking system in which details of all sexual assaults and sexual offences are followed from the victim's reporting of the incident to the final actions taken by police, Crown prosecutor, and judiciary. (059-56)

- that all victims of sexual assault be granted the right to file a victim impact statement. Assistance in preparing impact statements should be provided, if required. The statements should be presented to the court by the Crown prosecutor or the victim. The use of such statements should become consistent in the courts. (059-57)

SEXUAL HARASSMENT

November 1983

- that a new section on sexual harassment be drafted and included in the *Nova Scotia Labour Standards Code*. (018-4)

January 1989

- that sexual harassment be specified in the [*Human Rights*] *Act* as a form of sex discrimination. (045-4)

November 1991

- that the City of Dartmouth develop and implement a sexual harassment policy, and encourage businesses set up within the municipality to do likewise. (061-4)

SEXUALITY

SEX EDUCATION

March 1988

- that sex education not end with graduation from high school and that the government of Nova Scotia target all ages and groups in Nova Scotia to receive such information. (039-7)

June 1988

- that the Province of Nova Scotia recognize the importance of sex education in (a) the prevention of unintended pregnancy, and (b) the prevention of all sexually transmitted diseases, including AIDS. (042-12)

January 1990

- that the Province of Nova Scotia recognize the importance of sex education in (a) the prevention of unintended pregnancy, and (b) the prevention of all sexually transmitted diseases (STDs), including AIDS. (049-17)

- that the Province of Nova Scotia increase funding to expand family planning programs, sex education, and pre- and post-abortion counselling in an effort to reduce the number of unintended and unwanted pregnancies. (049-17)

- that the Province of Nova Scotia initiate much-needed professional research and evaluation to determine in greater depth the extent and effectiveness of family planning programs in Nova Scotia. (049-17)

- that the Province recognize the importance of family planning clinic services as the cornerstone of a preventative approach to sexual health, and take immediate steps to increase the number of such clinics in this province to ensure better access for all Nova Scotians. (049-17)

- that the Province provide funding for information services that are specifically geared to adolescents and their parents, both in terms of content and medium. (049-17)

- that the Province recognize the importance of culturally relevant and sensitive sexuality information and education for Nova Scotia's major ethnic groups, and provide funding to organizations such as the Metropolitan Immigrant Settlement Association and the Multicultural Association of Nova Scotia for sexuality education. Other special needs groups and individuals, such as those developmentally or physically handicapped, must not be overlooked. (049-17)

- that any program that is implemented recognize the importance of the concept of dual protection in order to provide Nova Scotians with both contraceptive and STD information, regardless of the "presenting problems." (049-17)

- that the Department of Education recognize that leadership on this issue is vital, and work towards the education of teachers, principal, school administrators, and board members in recognition of the high rates of sexual activity among teenagers in Nova Scotia, and the acceptance of extended family planning and sexuality education programs to combat the unintended results of this sexual activity. (049-17)

- that the Department of Community Services expand its mandate to provide family planning and sexuality education programs for clients, both teens and adults. (049-17)

SOCIAL ASSISTANCE

March 1976

- that the Department of Social Services provide long-term financial assistance to visiting and teaching 'homemaker service' programs, in order (a) that they may recruit, train and pay their staff; and (b) that these services can be provided at a nominal rate to those receiving social assistance. (001-40)

- that the Department of Social Services immediately provide and utilize mechanisms to ensure effective input from citizens using social services, and that the services which are provided are truly responsive to the needs of the people. (001-42)

- that the Department of Social Services adopt a long-term coordinated development plan to cover the wide range of personal social services, with the goal of enhancing the quality of life for all Nova Scotians. (001-42)

- that the Department of Social Services undertake to guarantee the monthly payments of all court maintenance orders to those beneficiaries on social assistance, and that they seek restitution from the husband who has been ordered by the court to pay. (001-58)

February 1983

- that the recommendations of the Nova Scotia Social Services Council with respect to "Proposed Changes for Family Benefits and Family Maintenance" be phased in over a period of time permitting the infra-structure to be put in place along with adequate support structure. (012-1)

February 1985

- that family benefits provide an "incentive exemption" for families in the low income bracket in which there are university students living at home who do not make use of student loan programs. (025-3)

April 1986

- that eligibility to family benefits not be sex-differentiated; therefore, a male single head of family could receive equal treatment with a female in applying for/receiving benefits. (032-4)

May 1986

- that the Child Allowance portion of the Family Benefits scale be increased to more closely approximate the real cost of feeding and clothing a child. (034-2,3)

- that in cases where the Department of Social Services believes a single parent to be co-habitating, the Department should only terminate that portion of the benefit payable to the parent and not the shelter allowance referrable to the children and the child allowance. (034-3)

- that a special allowance be established which could be disbursed by the agency or protection workers which would permit single parents on social assistance having full-time child care responsibilities to be provided for some kind of a break each week from child care. (034-3)

- that the family benefits regulations should be amended to permit the payment of some amount for shelter allowance for an unmarried mother living with her parents. (034-3)

TAX REFORM

March 1976

- that the provincial government urge the federal government to amend the *Income Tax Act* to provide that income paid by a farmer to his spouse may be tax deductible. (001-11)

March 1983

- that Nova Scotia recommend that the *Income Tax Act* relating to child care expenses be amended to reflect a more realistic provision for child care expenses. (014-10)

February 1985

- that there be an increase in the Child Tax Credit to benefit those whose incomes are so low as to not pay taxes. (025-3)

- that a sliding scale child tax exemption be adopted with the higher exemption targeted at the lower income level and the reduced exemption at the middle income level. (025-3)

TECHNOLOGY

July 1982

- that retraining opportunities be provided for all staff employees but particularly for those whose positions are in danger of becoming redundant. Such opportunities may include sabbatical leaves, education leaves, leaves of absence, in-service programs, on-the-job training etc. They should be provided at little or no cost to the employee. (007-6)

- that a publicity program be initiated on the nature of technology: (a) with a particular focus directed toward women; (b) to raise the awareness of the public regarding information technology; and (c) its widespread effects on employment. (007-6)

November 1982

- that a publicity program be initiated on the nature of technology: (a) with a particular focus directed towards women; (b) to raise the awareness of the public regarding information technology; and (c) its widespread effects on employment. (008-4)

- that retraining opportunities be provided for all staff employees but particularly for those whose positions are in danger of becoming redundant. Such opportunities may include sabbatical leaves, education leaves, leaves of absence, in-service programs, on-the-job training, etc. They should be provided at little or no cost to the employee. (008-4,5)

April 1985

- that provisions be made to ensure that women are not the primary victims of technological change by entrenching in the *Canada Labour Code* and in provincial labour codes, sections dealing specifically with micro-technology. (026-3)

November 1987

- that computerized technology and other new labour-saving technologies be introduced into workplaces with caution and that legislation governing layoffs, job loss, and shift changes be strengthened to improve job security and working conditions. (035-20)

UNEMPLOYMENT

September 1989

- Concerns regarding Bill C-21, *An Act to Amend the Unemployment Insurance Act*, were expressed to the federal Legislative Committee about (1) qualifying periods (2) increased premiums (3) quits and (4) education and training. (046)*

VIOLENCE

February 1983

- that a special cabinet committee be established [with representatives] from health, social services, drug abuse, education and the attorney general with authority to include other departments, to address the issues [of family violence and battering] and seek ways of remedying the situation. (011-6,7)*

May 1986

- that a policy be adopted whereby the violent spouse is removed from the home and detained as is done in other cases of public disturbance; that the province provide Crown counsel at family court and provincial magistrate's court in cases of assault; that a unified family court system be established; and that the Department of Social Services provide funding to individual and group counselling programs for violent spouses. (034-3,4)

CHILD ABUSE

February 1983

- that awareness training of child abuse for people who work with young people, (such as school teachers, church workers, Guide, Brownie and Scout Leaders, among others) be immediately established. (011-7)*

- that funding of a central, 24-hour phone service for information and referral on child abuse be established and the means whereby better reporting, better follow-up and better prevention can occur. (011-7)

May 1986

- that the reporting mechanism in cases of child abuse be clarified and reinforced so that the professional duty to report child abuse should be [restricted] to child abuse, namely physical, sexual, or emotional harm or deprivation or necessary medical treatment or physical harm. (034-4)*

- that more specific grounds for intervention in cases of child abuse be adopted in which the definition of the Child in need of protection is clearly defined within the Act. (034-4)

SERVICES

March 1976

- that provincial and municipal governments (1) make grants available to small groups of interested people who wish to provide crisis counselling, supportive and information services to women in need; and (2) inform the public that grants are available for the provision of crisis counselling, supportive and information services to women in need. (001-38)

- that provincial and municipal governments assist women in establishing province-wide information services, including (1) public information offices in different areas, or travelling information vans; (2) information on community resources and services as well as procedures for referral to such services; and (3) free long-distance telephone calls from people who are not close to a local office. (001-39)

November 1991

- that a committee be formed to conduct a "safety audit" of [Dartmouth] where extra lighting, emergency phone boxes, etc. are needed. (061-4)

- that a city-sponsored program in all area schools be implemented with the aim of providing girls and young women, and boys and young men with information and a forum for discussion about violence against women, dating abuse issues and negotiating skills. In addition, young men need to learn that violent behaviour of any kind is unacceptable, and young women need to learn that such behaviour in their dating relationships and friendships is neither normal nor tolerable. (061-4)

- that the City [of Dartmouth] ensure that all women in the community receive an adequate income so that no woman need feel she must stay in an abusive relationship for economic reasons. In other words, municipal social assistance rates must truly provide for a woman and her family, and should include an effective and sensitive re-training or re-entry program so women who need it can find appropriate work, and that access to public housing be improved. (061-5)

- that a drop-in centre or clinic accessible to the [Dartmouth] high schools be set up to provide education, counselling, advocacy and other support services for the prevention and amelioration of dating abuse, sexual assault and sexual harassment of young women. (061-5)

- that a public education program for businesses in the [City of Dartmouth] be designed to help them recognize the economic impediment to women's advancement. (061-5)

- that women who do not or cannot access transition houses need alternative services such as outreach and counselling, and further, that funding is needed to support these programs. (061-5)

- that a counselling program for batterers and sexual abusers of women and children, aimed at preventing repeat assaults in the community, be funded by the City [of Dartmouth], and that these programs include a drug and alcohol treatment component. (061-6)

- that Dartmouth [City] police response to sexual or physical assault, or other forms of violence against women, be sensitive to women's needs and be treated with the seriousness it deserves. Staff training for all police personnel must be a high priority. (061-6)

- that the [City of Dartmouth} develop an on-going network of community groups and agencies working to end violence against women, with adequate funding to support their work. (061-6)

TRANSITION HOUSING

March 1976

- that the Department of Social Services provide more adequate assistance to women in times of crisis by (a) reviewing its policies concerning women leaving the matrimonial home because of marital or other crises; (b) providing direct financial support to the establishment of 'transition houses' to assist women in crisis; (c) providing direct financial support to those providing shelter and/or lay counselling in their own homes ('transition homes') to women in need; and (d) providing professionals on a consulting basis to transition houses and homes, where needed. (001-40)

February 1986

- that more direct monies be provided to: (a) support the establishment of additional transition houses and emergency, temporary shelters to assist women in crisis; (b) set up a fund to provide direct financial support to those providing shelter in their own homes to women in need; and (c) initiate training for hosts/peer counsellors who could operate such shelters. (031-11)

November 1991

- that a transition house be set up in Dartmouth for women and their children needing safety from abusive relationships. (061-5)

VOLUNTEERS

March 1976

- that people who do volunteer work should be publicly recognized for their leadership and participation in the community, and that (a) institutions making use of voluntary workers ensure that these workers are involved in the decision-making process of the institution; and (b) the provincial and municipal governments include in their appointments to boards, commissions, councils, etc. members of voluntary groups. (001-59)

- that (a) government and private industry credit the voluntary work of an applicant who is seeking paid employment; and (b) universities and educational institutions credit volunteer experience, where relevant, toward further educational courses, especially when the volunteer may not have the regular education prerequisites for such courses. (001-60)

June 1990

- that unpaid volunteer work be assigned monetary value for the purposes of enumerating and recording political donations. (052-3,4)